

REMARKS

Claims 305-543 are pending in this application.

Applicant has amended Claims 305, 306, 307, 361, 362, 363, 417, 418, 419, 420, 451, 468, 469, 500, 517, 521 and 537.

Applicant respectfully submits that the amendments to each of Claims 305, 306, 307, 361, 362, 363, 417, 418, 419, 420, 451, 468, 469, 500, 517, 521 and 537 do not contain new matter.

Applicant respectfully submits that the present invention, as defined by Claims 305-543, is patentable over the prior art.

Applicant has also deleted the Abstract of the Disclosure and has substituted therefor the new Abstract of the Disclosure which is attached hereto on a separate sheet. Applicant further respectfully submits that the new Abstract of the Disclosure does not contain new matter.

Based on the foregoing amendments and the following Remarks, the application is deemed to be in condition for allowance and action to that end is respectfully requested.

I. THE 35 U.S.C. §103 REJECTIONS:

The Examiner asserts that Claims 305-419 and 521-543 are rejected under 35 U.S.C. 103(a) as being unpatentable over Warady, et al., U.S. Patent No. 6,067,522 (Warady) in view of Asinof, Lynn, "Click & Shift: Workers Control Their Benefits On-line" (Asinof) and Greengard, Samuel, "Building a self service culture that works" (Greengard). The Examiner also asserts that Claims 420-520 are rejected under 35 U.S.C. 103(a) as being unpatentable over Warady in view of Asinof, Greengard and Gilbert, et al., U.S. Patent No. 6,041,313 (Gilbert).

As noted above, Applicant has amended Claims 305, 306, 307, 361, 362, 363, 417, 418, 419, 420, 451, 468, 469, 500, 517, 521 and 537. Applicant has amended each of independent Claims 305, 361, 417, 418, 419, 420, 468, 469, 517, 521 and 537, so as to more clearly distinguish the present invention, as defined by said independent Claims, over the prior art.

Applicant has amended each of independent Claims 305, 361, 417, 418 and 419 so as to add the limitation "wherein an employee or a benefits beneficiary is previously enrolled in the employee benefit or an employee or a benefits beneficiary is provided with the employee benefit without enrolling in the

employee benefit" so as to distinguish the present invention, as defined by Claims 305, 361, 417, 418 and 419, from the prior art references and prior art teachings which teach or suggest enabling or allowing an individual to enroll in, or change an enrollment in, an employee benefit or employee benefits via a computer, computer network, or on-line.

Applicant has further amended each of independent Claims 305, 361, 417, 418 and 419 so as to add the limitation "wherein the message contains information regarding a providing of the employee benefit requested or claimed in the at least one of a request for an employee benefit and a claim for an employee benefit", so as to distinguish the present invention, as defined by Claims 305, 361, 417, 418 and 419, from the prior art references and prior art teachings which teach or suggest enabling or allowing an individual to request an employee benefit or employee benefits via a computer, computer network, or on-line.

Applicant respectfully submits that the amendments to each of Claims 305, 306, 307, 361, 362, 363, 417, 418, 419, 420, 451, 468, 469, 500, 517, 521 and 537 do not contain new matter.

Applicant respectfully submits that the present invention, as defined by Claims 305-543, is patentable over the prior art.

IA. THE PRESENT INVENTION, AS DEFINED BY CLAIMS 305-360, IS PATENTABLE OVER THE PRIOR ART:

Applicant respectfully submits that the present invention, as defined by Claims 305-360, is patentable over the prior art. Applicant respectfully submits that the present invention, as defined by independent Claim 305, is patentable over the prior art.

Applicant respectfully submits that the present invention, as defined by independent Claim 305, is patentable over Warady, Asinof, Greengard, and any combination of same. Applicant respectfully submits that Warady, Asinof, Greengard, and any combination of same, do not disclose or suggest a computer-implemented method for providing employee benefits information, comprising receiving at least one of a request for an employee benefit and a claim for an employee benefit, wherein an employee or a benefits beneficiary is previously enrolled in the employee benefit or an employee or a benefits beneficiary is provided with the employee benefit without

enrolling in the employee benefit, all of which features are specifically recited features of independent Claim 305.

Applicant further respectfully submits that Warady, Asinof, Greengard, and any combination of same, do not disclose or suggest processing the at least one of a request for an employee benefit and a claim for an employee benefit with a processing device using employee benefits information stored in a database or memory device, wherein the employee benefits information comprises at least one of healthcare insurance information, disability insurance information, and life insurance information, and at least one of vacation time information, personal time information, and sick time information, generating a message in response to the at least one of a request for an employee benefit and a claim for an employee benefit, wherein the message contains information regarding a providing of the employee benefit requested or claimed in the at least one of a request for an employee benefit and a claim for an employee benefit, and transmitting the message to a communication device associated with at least one of the employee, the benefits beneficiary, an employer, and a benefits administrator, all of which features are still other specifically recited features of independent Claim 305.

In view of the foregoing, Applicant respectfully submits that Warady, Asinof, Greengard, and any combination of same, do not disclose or suggest many of the specifically recited features of independent Claim 305. In view of the foregoing, Applicant respectfully submits that the present invention, as defined by independent Claim 305, is patentable over Warady, Asinof, Greengard, and any combination of same.

In view of the above, Applicant respectfully submits that the present invention, as defined by independent Claim 305, is patentable over the prior art. Applicant further respectfully submits that Claims 306-360, which claims depend either directly or indirectly from independent Claim 305, so as to include all of the limitations of independent Claim 305, are also patentable as said Claims 306-360 depend from allowable subject matter.

Allowance of pending Claims 305-360 is, therefore, respectfully requested.

IB. THE PRESENT INVENTION, AS DEFINED BY CLAIMS 361-416,
IS PATENTABLE OVER THE PRIOR ART:

Applicant respectfully submits that the present invention, as defined by Claims 361-416, is patentable over the prior art. Applicant respectfully submits that the present invention, as defined by independent Claim 361, is patentable over the prior art.

Applicant respectfully submits that the present invention, as defined by independent Claim 361, is patentable over Warady, Asinof, Greengard, and any combination of same. Applicant respectfully submits that Warady, Asinof, Greengard, and any combination of same, do not disclose or suggest a computer-implemented method for providing employee benefits information, comprising receiving at least one of a request for an employee benefit and a claim for an employee benefit, wherein an employee or a benefits beneficiary is previously enrolled in the employee benefit or an employee or a benefits beneficiary is provided with the employee benefit without enrolling in the employee benefit, all of which features are specifically recited features of independent Claim 361.

Applicant further respectfully submits that Warady, Asinof, Greengard, and any combination of same, do not disclose or suggest processing the at least one of a request for an employee benefit and a claim for an employee benefit with a processing device using employee benefits information stored in a database or memory device, wherein the employee benefits information comprises at least one of pension benefits information and retirement benefits information, and at least one of vacation time information, personal time information, and sick time information, generating a message in response to the at least one of a request for an employee benefit and a claim for an employee benefit, wherein the message contains information regarding a providing of the employee benefit requested or claimed in the at least one of a request for an employee benefit and a claim for an employee benefit, and transmitting the message to a communication device associated with at least one of the employee, the benefits beneficiary, an employer, and a benefits administrator, all of which features are still other specifically recited features of independent Claim 361.

In view of the foregoing, Applicant respectfully submits that Warady, Asinof, Greengard, and any combination of same, do not disclose or suggest many of the specifically

recited features of independent Claim 361. In view of the foregoing, Applicant respectfully submits that the present invention, as defined by independent Claim 361, is patentable over Warady, Asinof, Greengard, and any combination of same.

In view of the above, Applicant respectfully submits that the present invention, as defined by independent Claim 361, is patentable over the prior art. Applicant further respectfully submits that Claims 362-416, which claims depend either directly or indirectly from independent Claim 361, so as to include all of the limitations of independent Claim 361, are also patentable as said Claims 362-416 depend from allowable subject matter.

Allowance of pending Claims 361-416 is, therefore, respectfully requested.

**IC. THE PRESENT INVENTION, AS DEFINED BY CLAIM 417,
IS PATENTABLE OVER THE PRIOR ART:**

Applicant respectfully submits that the present invention, as defined by independent Claim 417, is patentable over the prior art.

Applicant respectfully submits that the present invention, as defined by independent Claim 417, is patentable over Warady, Asinof, Greengard, and any combination of same. Applicant respectfully submits that Warady, Asinof, Greengard, and any combination of same, do not disclose or suggest a computer-implemented method for providing employee benefits information, comprising receiving at least one of a request for an employee benefit and a claim for an employee benefit, wherein an employee or a benefits beneficiary is previously enrolled in the employee benefit or an employee or a benefits beneficiary is provided with the employee benefit without enrolling in the employee benefit, all of which features are specifically recited features of independent Claim 417.

Applicant further respectfully submits that Warady, Asinof, Greengard, and any combination of same, do not disclose or suggest processing the at least one of a request for an employee benefit and a claim for an employee benefit with a processing device using employee benefits information stored in a database or memory device, wherein the employee benefits information comprises at least one of healthcare insurance information, disability insurance information, and life insurance information, at least one of pension benefits information and retirement benefits information, and at least

one of vacation time information, personal time information, and sick time information, generating a message in response to the at least one of a request for an employee benefit and a claim for an employee benefit, wherein the message contains information regarding a providing of the employee benefit requested or claimed in the at least one of a request for an employee benefit and a claim for an employee benefit, and transmitting the message to a communication device associated with at least one of the employee, the benefits beneficiary, an employer, and a benefits administrator, all of which features are still other specifically recited features of independent Claim 417.

In view of the foregoing, Applicant respectfully submits that Warady, Asinof, Greengard, and any combination of same, do not disclose or suggest many of the specifically recited features of independent Claim 417. In view of the foregoing, Applicant respectfully submits that the present invention, as defined by independent Claim 417, is patentable over Warady, Asinof, Greengard, and any combination of same.

In view of the above, Applicant respectfully submits that the present invention, as defined by independent Claim 417, is patentable over the prior art.

Allowance of pending Claim 417 is, therefore,
respectfully requested.

ID. THE PRESENT INVENTION, AS DEFINED BY CLAIM 418,
IS PATENTABLE OVER THE PRIOR ART:

Applicant respectfully submits that the present
invention, as defined by independent Claim 418, is patentable
over the prior art.

Applicant respectfully submits that the present
invention, as defined by independent Claim 418, is patentable
over Warady, Asinof, Greengard, and any combination of same.
Applicant respectfully submits that Warady, Asinof, Greengard,
and any combination of same, do not disclose or suggest a
computer-implemented method for providing employee benefits
information, comprising receiving at least one of a request for
an employee benefit and a claim for an employee benefit,
wherein an employee or a benefits beneficiary is previously
enrolled in the employee benefit or an employee or a benefits
beneficiary is provided with the employee benefit without
enrolling in the employee benefit, all of which features are
specifically recited features of independent Claim 418.

Applicant further respectfully submits that Warady, Asinof, Greengard, and any combination of same, do not disclose or suggest processing the at least one of a request for an employee benefit and a claim for an employee benefit with a processing device using employee benefits information stored in a database or memory device, wherein the employee benefits information comprises at least one of healthcare insurance information, disability insurance information, and life insurance information, and at least one of vacation time information, personal time information, sick time information, educational assistance benefit information, tuition reimbursement benefit information, credit union benefit information, employee discount program benefit information, buying service benefit information, and stock option benefit information, generating a message in response to the at least one of a request for an employee benefit and a claim for an employee benefit, wherein the message contains information regarding a providing of the employee benefit requested or claimed in the at least one of a request for an employee benefit and a claim for an employee benefit, and transmitting the message to a communication device associated with at least one of the employee, the benefits beneficiary, an employer, and a benefits administrator, all of which features are still other specifically recited features of independent Claim 418.

In view of the foregoing, Applicant respectfully submits that Warady, Asinof, Greengard, and any combination of same, do not disclose or suggest many of the specifically recited features of independent Claim 418. In view of the foregoing, Applicant respectfully submits that the present invention, as defined by independent Claim 418, is patentable over Warady, Asinof, Greengard, and any combination of same.

In view of the above, Applicant respectfully submits that the present invention, as defined by independent Claim 418, is patentable over the prior art.

Allowance of pending Claim 418 is, therefore, respectfully requested.

**IE. THE PRESENT INVENTION, AS DEFINED BY CLAIM 419,
IS PATENTABLE OVER THE PRIOR ART:**

Applicant respectfully submits that the present invention, as defined by independent Claim 419, is patentable over the prior art.

Applicant respectfully submits that the present invention, as defined by independent Claim 419, is patentable over Warady, Asinof, Greengard, and any combination of same.

Applicant respectfully submits that Warady, Asinof, Greengard, and any combination of same, do not disclose or suggest a computer-implemented method for providing employee benefits information, comprising receiving at least one of a request for an employee benefit and a claim for an employee benefit, wherein an employee or a benefits beneficiary is previously enrolled in the employee benefit or an employee or a benefits beneficiary is provided with the employee benefit without enrolling in the employee benefit, all of which features are specifically recited features of independent Claim 419.

Applicant further respectfully submits that Warady, Asinof, Greengard, and any combination of same, do not disclose or suggest processing the at least one of a request for an employee benefit and a claim for an employee benefit with a processing device using employee benefits information stored in a database or memory device, wherein the employee benefits information comprises at least one of pension benefits information and retirement benefits information, and at least one of vacation time information, personal time information, sick time information, educational assistance benefit information, tuition reimbursement benefit information, credit union benefit information, employee discount program benefit information, buying service benefit information, and stock

option benefit information, generating a message in response to the at least one of a request for an employee benefit and a claim for an employee benefit, wherein the message contains information regarding a providing of the employee benefit requested or claimed in the at least one of a request for an employee benefit and a claim for an employee benefit, and transmitting the message to a communication device associated with at least one of the employee, the benefits beneficiary, an employer, and a benefits administrator, all of which features are still other specifically recited features of independent Claim 419.

In view of the foregoing, Applicant respectfully submits that Warady, Asinof, Greengard, and any combination of same, do not disclose or suggest many of the specifically recited features of independent Claim 419. In view of the foregoing, Applicant respectfully submits that the present invention, as defined by independent Claim 419, is patentable over Warady, Asinof, Greengard, and any combination of same.

In view of the above, Applicant respectfully submits that the present invention, as defined by independent Claim 419, is patentable over the prior art.

Allowance of pending Claim 419 is, therefore,
respectfully requested.

**IF. THE PRESENT INVENTION, AS DEFINED BY CLAIMS 420-467,
IS PATENTABLE OVER THE PRIOR ART:**

Applicant respectfully submits that the present invention, as defined by Claims 420-467, is patentable over the prior art. Applicant respectfully submits that the present invention, as defined by independent Claim 420, is patentable over the prior art.

Applicant respectfully submits that the present invention, as defined by independent Claim 420, is patentable over Warady, Asinof, Greengard, Gilbert, and any combination of same. Applicant respectfully submits that Warady, Asinof, Greengard, Gilbert, and any combination of same, do not disclose or suggest a computer-implemented method for providing employee benefits information, comprising receiving a request for information regarding an employee benefit in an employee benefits account, wherein the employee benefits account includes at least one of healthcare insurance, disability insurance, and life insurance, and at least one of a retirement benefit account and a pension benefit account, all of which

features are specifically recited features of independent Claim 420.

Applicant further respectfully submits that Warady, Asinof, Greengard, Gilbert, and any combination of same, do not disclose or suggest processing the request for information regarding an employee benefit with a processing device using employee benefits information stored in a database or memory device, wherein the employee benefits information comprises information regarding an employee benefit associated with an employee, wherein the employee benefit exists from a previous relationship and is maintained by the employee in a current employment relationship, wherein the employee benefit from the previous relationship is paid for or provided at least in part by a current employer pursuant to an employment relationship and is included in employee benefits provided to the employee by the current employer, generating a message in response to the request for information regarding an employee benefit, wherein the message contains a response to the request for information regarding an employee benefit, and transmitting the message to a communication device associated with at least one of the employee, a benefits beneficiary, an employer, and a benefits administrator, all of which features are still other specifically recited features of independent Claim 420.

In view of the foregoing, Applicant respectfully submits that Warady, Asinof, Greengard, Gilbert, and any combination of same, do not disclose or suggest many of the specifically recited features of independent Claim 420. In view of the foregoing, Applicant respectfully submits that the present invention, as defined by independent Claim 420, is patentable over Warady, Asinof, Greengard, Gilbert, and any combination of same.

In view of the above, Applicant respectfully submits that the present invention, as defined by independent Claim 420, is patentable over the prior art. Applicant further respectfully submits that Claims 421-467, which claims depend either directly or indirectly from independent Claim 420, so as to include all of the limitations of independent Claim 420, are also patentable as said Claims 421-467 depend from allowable subject matter.

Allowance of pending Claims 420-467 is, therefore, respectfully requested.

IG. THE PRESENT INVENTION, AS DEFINED BY CLAIM 468,
IS PATENTABLE OVER THE PRIOR ART:

Applicant respectfully submits that the present invention, as defined by independent Claim 468, is patentable over the prior art.

Applicant respectfully submits that the present invention, as defined by independent Claim 468, is patentable over Warady, Asinof, Greengard, Gilbert, and any combination of same. Applicant respectfully submits that Warady, Asinof, Greengard, Gilbert, and any combination of same, do not disclose or suggest a computer-implemented method for providing employee benefits information, comprising receiving a request for information regarding an employee benefit in an employee benefits account, wherein the employee benefits account includes at least one of healthcare insurance, disability insurance, and life insurance, and at least one of a retirement benefit account and a pension benefit account, all of which features are specifically recited features of independent Claim 468.

Applicant further respectfully submits that Warady, Asinof, Greengard, Gilbert, and any combination of same, do

not disclose or suggest processing the request for information regarding an employee benefit with a processing device using employee benefits account information stored in a database or memory device, wherein the employee benefits account information comprises information regarding an employee benefit associated with an employee, wherein the employee benefit exists from a previous relationship and is maintained by the employee in a current employment relationship, wherein the employee benefit from the previous relationship is paid for or provided at least in part by a current employer pursuant to an employment relationship and is included in employee benefits provided to the employee by the current employer, generating a message in response to the request for information regarding an employee benefit, wherein the message contains a response to the request for information regarding an employee benefit, and transmitting the message to a communication device associated with at least one of the employee, a benefits beneficiary, an employer, and a benefits administrator, all of which features are still other specifically recited features of independent Claim 468.

In view of the foregoing, Applicant respectfully submits that Warady, Asinof, Greengard, Gilbert, and any combination of same, do not disclose or suggest many of the

specifically recited features of independent Claim 468. In view of the foregoing, Applicant respectfully submits that the present invention, as defined by independent Claim 468, is patentable over Warady, Asinof, Greengard, Gilbert, and any combination of same.

In view of the above, Applicant respectfully submits that the present invention, as defined by independent Claim 468, is patentable over the prior art.

Allowance of pending Claim 468 is, therefore, respectfully requested.

IH. THE PRESENT INVENTION, AS DEFINED BY CLAIMS 469-516, IS PATENTABLE OVER THE PRIOR ART:

Applicant respectfully submits that the present invention, as defined by Claims 469-516, is patentable over the prior art. Applicant respectfully submits that the present invention, as defined by independent Claim 469, is patentable over the prior art.

Applicant respectfully submits that the present invention, as defined by independent Claim 469, is patentable

over Warady, Asinof, Greengard, Gilbert, and any combination of same. Applicant respectfully submits that Warady, Asinof, Greengard, Gilbert, and any combination of same, do not disclose or suggest a computer-implemented method for providing employee benefits information, comprising receiving at least one of a request for an employee benefit and a claim for an employee benefit in an employee benefits account, wherein the employee benefits account includes at least one of healthcare insurance, disability insurance, and life insurance, and at least one of a retirement benefit account and a pension benefit account, all of which features are specifically recited features of independent Claim 469.

Applicant further respectfully submits that Warady, Asinof, Greengard, Gilbert, and any combination of same, do not disclose or suggest processing the at least one of a request for an employee benefit and a claim for an employee benefit with a processing device using employee benefits information stored in a database or memory device, wherein the employee benefits information comprises information regarding an employee benefit associated with an employee, wherein the employee benefit exists from a previous relationship and is maintained by the employee in a current employment relationship, wherein the employee benefit from the previous

relationship is paid for or provided at least in part by a current employer pursuant to an employment relationship and is included in employee benefits provided to the employee by the current employer, generating a message in response to the at least one of a request for an employee benefit and a claim for an employee benefit, wherein the message contains a response to the at least one of a request for an employee benefit and a claim for an employee benefit, and transmitting the message to a communication device associated with at least one of the employee, a benefits beneficiary, an employer, and a benefits administrator, all of which features are still other specifically recited features of independent Claim 469.

In view of the foregoing, Applicant respectfully submits that Warady, Asinof, Greengard, Gilbert, and any combination of same, do not disclose or suggest many of the specifically recited features of independent Claim 469. In view of the foregoing, Applicant respectfully submits that the present invention, as defined by independent Claim 469, is patentable over Warady, Asinof, Greengard, Gilbert, and any combination of same.

In view of the above, Applicant respectfully submits that the present invention, as defined by independent Claim

469, is patentable over the prior art. Applicant further respectfully submits that Claims 470-516, which claims depend either directly or indirectly from independent Claim 469, so as to include all of the limitations of independent Claim 469, are also patentable as said Claims 470-516 depend from allowable subject matter.

Allowance of pending Claims 469-516 is, therefore, respectfully requested.

II. THE PRESENT INVENTION, AS DEFINED BY CLAIMS 517-520, IS PATENTABLE OVER THE PRIOR ART:

Applicant respectfully submits that the present invention, as defined by Claims 517-520, is patentable over the prior art. Applicant respectfully submits that the present invention, as defined by independent Claim 517, is patentable over the prior art.

Applicant respectfully submits that the present invention, as defined by independent Claim 517, is patentable over Warady, Asinof, Greengard, Gilbert, and any combination of same. Applicant respectfully submits that Warady, Asinof, Greengard, Gilbert, and any combination of same, do not

disclose or suggest a computer-implemented method for providing employee benefits information, comprising receiving at least one of a request for an employee benefit and a claim for an employee benefit in an employee benefits account, wherein the employee benefits account includes at least one of healthcare insurance, disability insurance, and life insurance, and at least one of a retirement benefit account and a pension benefit account, all of which features are specifically recited features of independent Claim 517.

Applicant further respectfully submits that Warady, Asinof, Greengard, Gilbert, and any combination of same, do not disclose or suggest processing the at least one of a request for an employee benefit and a claim for an employee benefit with a processing device using employee benefits account information stored in a database or memory device, wherein the employee benefits account information comprises information regarding an employee benefit associated with an employee, wherein the employee benefit exists from a previous relationship and is maintained by the employee in a current employment relationship, wherein the employee benefit from the previous relationship is paid for or provided at least in part by a current employer pursuant to an employment relationship and is included in employee benefits provided to the employee

by the current employer, generating a message in response to the at least one of a request for an employee benefit and a claim for an employee benefit, wherein the message contains a response to the at least one of a request for an employee benefit and a claim for an employee benefit, and transmitting the message to a communication device associated with at least one of the employee, a benefits beneficiary, an employer, and a benefits administrator, all of which features are still other specifically recited features of independent Claim 517.

In view of the foregoing, Applicant respectfully submits that Warady, Asinof, Greengard, Gilbert, and any combination of same, do not disclose or suggest many of the specifically recited features of independent Claim 517. In view of the foregoing, Applicant respectfully submits that the present invention, as defined by independent Claim 517, is patentable over Warady, Asinof, Greengard, Gilbert, and any combination of same.

In view of the above, Applicant respectfully submits that the present invention, as defined by independent Claim 517, is patentable over the prior art. Applicant further respectfully submits that Claims 518-520, which claims depend directly from independent Claim 517, so as to include all of

the limitations of independent Claim 517, are also patentable as said Claims 518-520 depend from allowable subject matter.

Allowance of pending Claims 517-520 is, therefore, respectfully requested.

IJ. THE PRESENT INVENTION, AS DEFINED BY CLAIMS 521-536, IS PATENTABLE OVER THE PRIOR ART:

Applicant respectfully submits that the present invention, as defined by Claims 521-536, is patentable over the prior art. Applicant respectfully submits that the present invention, as defined by independent Claim 521, is patentable over the prior art.

Applicant respectfully submits that the present invention, as defined by independent Claim 521, is patentable over Warady, Asinof, Greengard, and any combination of same. Applicant respectfully submits that Warady, Asinof, Greengard, and any combination of same, do not disclose or suggest a computer-implemented method for providing employee benefits information, comprising storing employee benefits information in a database or memory device, detecting at least one of a change to a benefit offered by an employer or a benefits provider, an offering of a benefit, and a posting of an offer

to sell a benefit or a benefits package, wherein the at least one of a change to a benefit offered by an employer or a benefits provider, an offering of a benefit, and a posting of an offer to sell a benefit or a benefits package, is automatically detected by a processing device, all of which features are specifically recited features of independent Claim 521.

Applicant further respectfully submits that Warady, Asinof, Greengard, and any combination of same, do not disclose or suggest generating a message containing information regarding the at least one of a change to a benefit offered by an employer or a benefits provider, an offering of a benefit, and a posting of an offer to sell a benefit or a benefits package, wherein the message is automatically generated by the processing device upon the detection of the at least one of a change to a benefit offered by an employer or a benefits provider, an offering of a benefit, and a posting of an offer to sell a benefit or a benefits package, and transmitting the message to a communication device associated with at least one of an employee and a benefits beneficiary, all of which features are still other specifically recited features of independent Claim 521.

In view of the foregoing, Applicant respectfully submits that Warady, Asinof, Greengard, and any combination of same, do not disclose or suggest many of the specifically recited features of independent Claim 521. In view of the foregoing, Applicant respectfully submits that the present invention, as defined by independent Claim 521, is patentable over Warady, Asinof, Greengard, and any combination of same.

In view of the above, Applicant respectfully submits that the present invention, as defined by independent Claim 521, is patentable over the prior art. Applicant further respectfully submits that Claims 522-536, which claims depend directly from independent Claim 521, so as to include all of the limitations of independent Claim 521, are also patentable as said Claims 522-536 depend from allowable subject matter.

Allowance of pending Claims 521-536 is, therefore, respectfully requested.

**IK. THE PRESENT INVENTION, AS DEFINED BY CLAIMS 537-543,
IS PATENTABLE OVER THE PRIOR ART:**

Applicant respectfully submits that the present invention, as defined by Claims 537-543, is patentable over the prior art. Applicant respectfully submits that the present invention, as defined by independent Claim 537, is patentable over the prior art.

Applicant respectfully submits that the present invention, as defined by independent Claim 537, is patentable over Warady, Asinof, Greengard, and any combination of same. Applicant respectfully submits that Warady, Asinof, Greengard, and any combination of same, do not disclose or suggest a computer-implemented method for providing employee benefits information, comprising storing employee benefits information in a database or memory device, detecting a posting of at least one of a need, a request, and a requirement, to buy or to obtain at least one of a benefit and a benefits package, wherein the posting of at least one of a need, a request, and a requirement, to buy or to obtain at least one of a benefit and a benefits package, is automatically detected by a processing device, all of which features are specifically recited features of independent Claim 537.

Applicant further respectfully submits that Warady, Asinof, Greengard, and any combination of same, do not disclose or suggest generating a message containing information regarding the posting of at least one of a need, a request, and a requirement, to buy or to obtain at least one of a benefit and a benefits package, wherein the message is automatically generated by the processing device upon the detection of the posting of at least one of a need, a request, and a requirement, to buy or to obtain at least one of a benefit and a benefits package, and transmitting the message to a communication device associated with a benefit provider, all of which features are still other specifically recited features of independent Claim 537.

In view of the foregoing, Applicant respectfully submits that Warady, Asinof, Greengard, and any combination of same, do not disclose or suggest many of the specifically recited features of independent Claim 537. In view of the foregoing, Applicant respectfully submits that the present invention, as defined by independent Claim 537, is patentable over Warady, Asinof, Greengard, and any combination of same.

In view of the above, Applicant respectfully submits that the present invention, as defined by independent Claim

537, is patentable over the prior art. Applicant further respectfully submits that Claims 538-543, which claims depend directly from independent Claim 537, so as to include all of the limitations of independent Claim 537, are also patentable as said Claims 538-543 depend from allowable subject matter.

Allowance of pending Claims 537-543 is, therefore, respectfully requested.

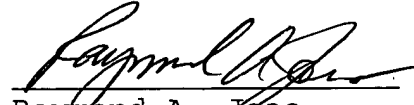
II. CONCLUSION:

In view of the foregoing, the application is deemed to be in condition for allowance and action to that end is respectfully requested. Allowance of pending Claims 305-543 is, therefore, respectfully requested.

A Petition For Extension of Time under 37 C.F.R. 1.136(a) for a One-Month Extension of Time (in duplicate) is submitted herewith. A Credit Card Payment Form for \$55.00 for the fee for the Petition for a One-Month Extension of Time, is submitted herewith. A Fee Transmittal Sheet (in duplicate) for the fee for the Petition for a One-Month Extension of Time is also submitted herewith.

Applicant respectfully requests a One-Month
Extension of Time to respond to the Office Action, mailed
March 15, 2004.

Respectfully Submitted,



Raymond A. Joao

Reg. No. 35,907

Encls.: - Abstract of the Disclosure
- Petition For Extension of Time under 37 C.F.R.
1.136(a) for a One-Month Extension of Time (in
duplicate)
- Credit Card Payment Form for \$55.00
- Fee Transmittal Sheet (in duplicate)
- Return Receipt Postcard

June 21, 2004

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US006067522A

United States Patent [19]

Warady et al.

[11] **Patent Number:** **6,067,522**[45] **Date of Patent:** **May 23, 2000**

[54] **HEALTH AND WELFARE BENEFIT
ENROLLMENT AND BILLING SYSTEM AND
METHOD**

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19312

[21] Appl. No.: **08/609,478**

[22] Filed: **Mar. 1, 1996**

[51] Int. Cl.⁷ **G06F 17/60**

[52] U.S. Cl. **705/2; 707/104**

[58] Field of Search **705/1, 2, 3, 30,
705/34; 707/1, 2, 10, 100, 102, 104**

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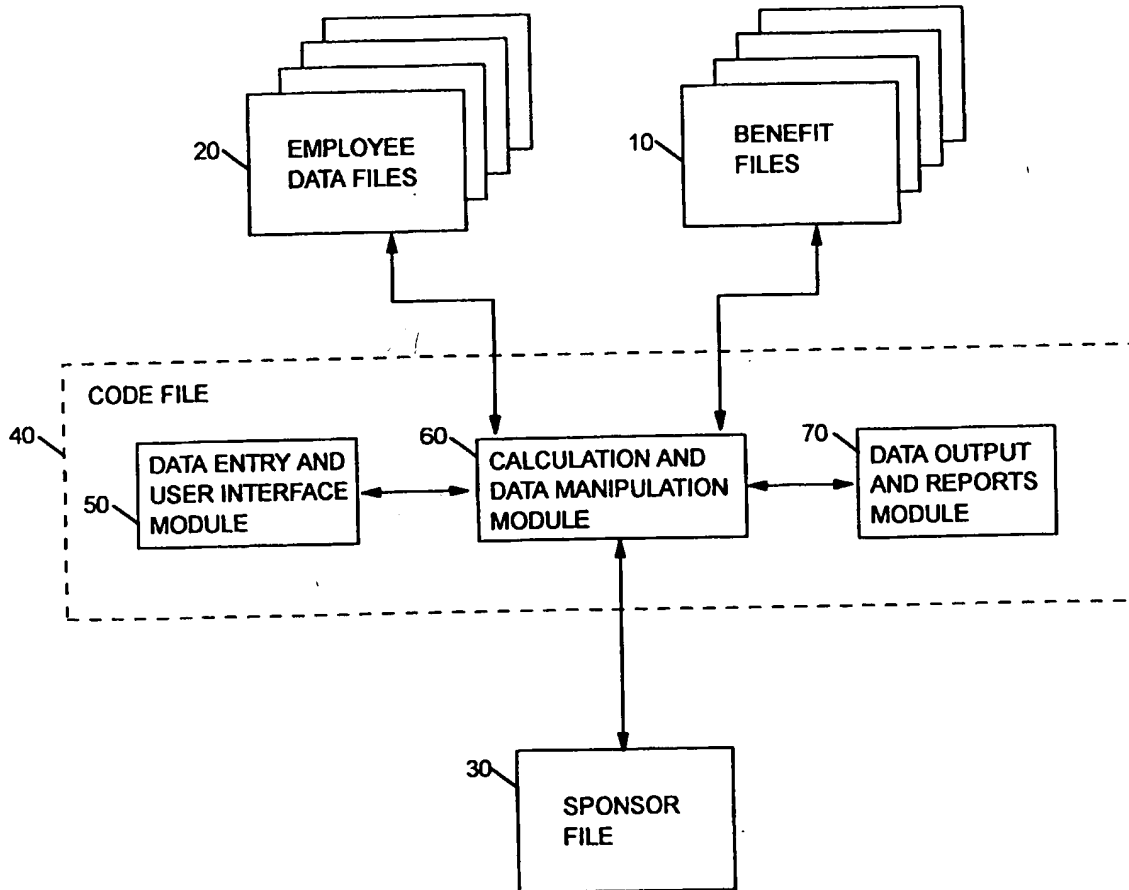
Primary Examiner—Stephen R. Tkacs

Attorney, Agent, or Firm—Morgan, Lewis & Bockius LLP

[57] **ABSTRACT**

A health and welfare benefit enrollment and billing system and method, wherein a least one person is enrolled in at least one health and welfare benefit plan provided by at least one health and welfare benefit plan provider and a bill is generated for fees due to the at least one health and welfare benefit plan provider as a result of the enrollment of the at least one person in the at least one health and welfare benefit plan.

30 Claims, 12 Drawing Sheets



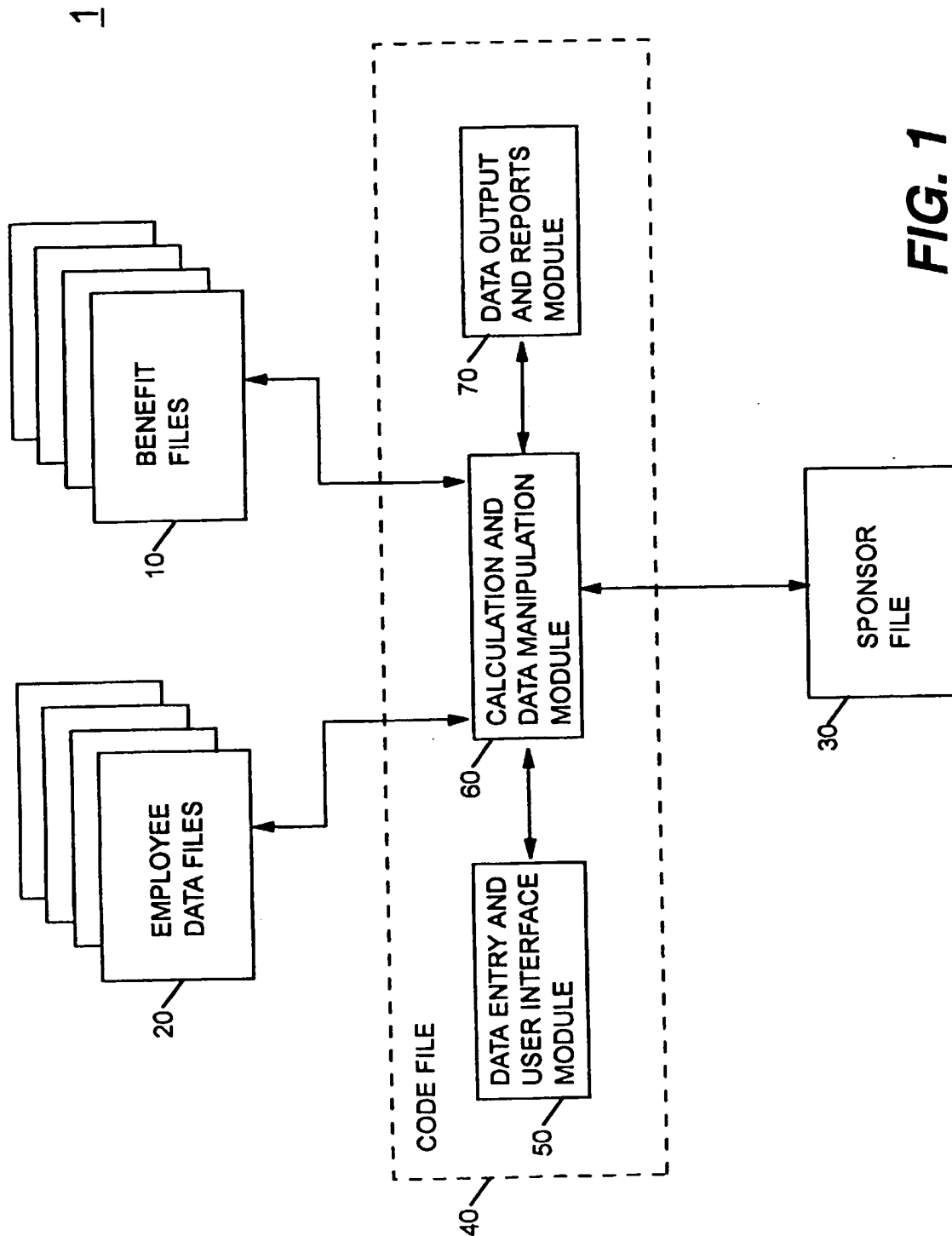


FIG. 1

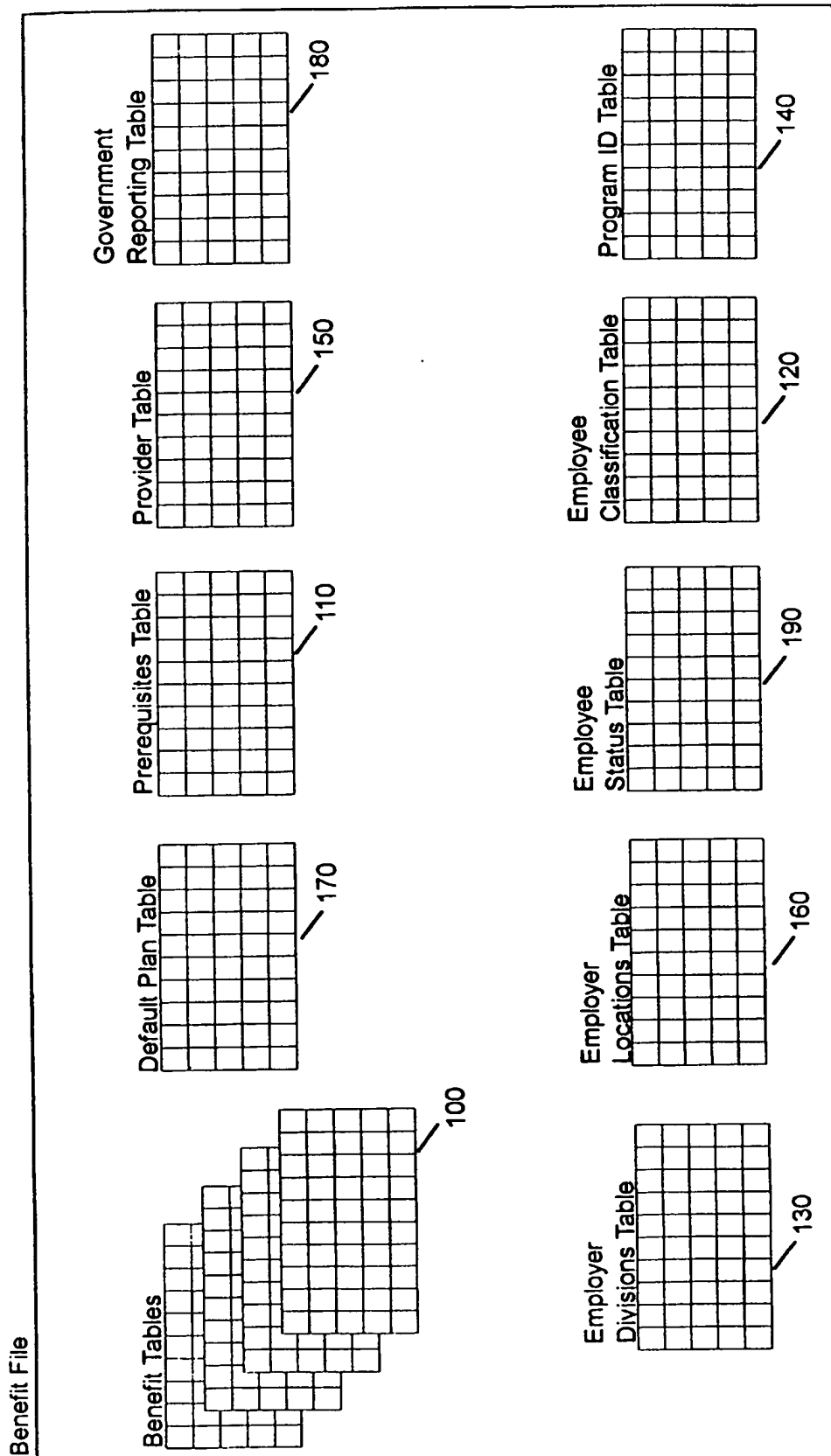


FIG. 2

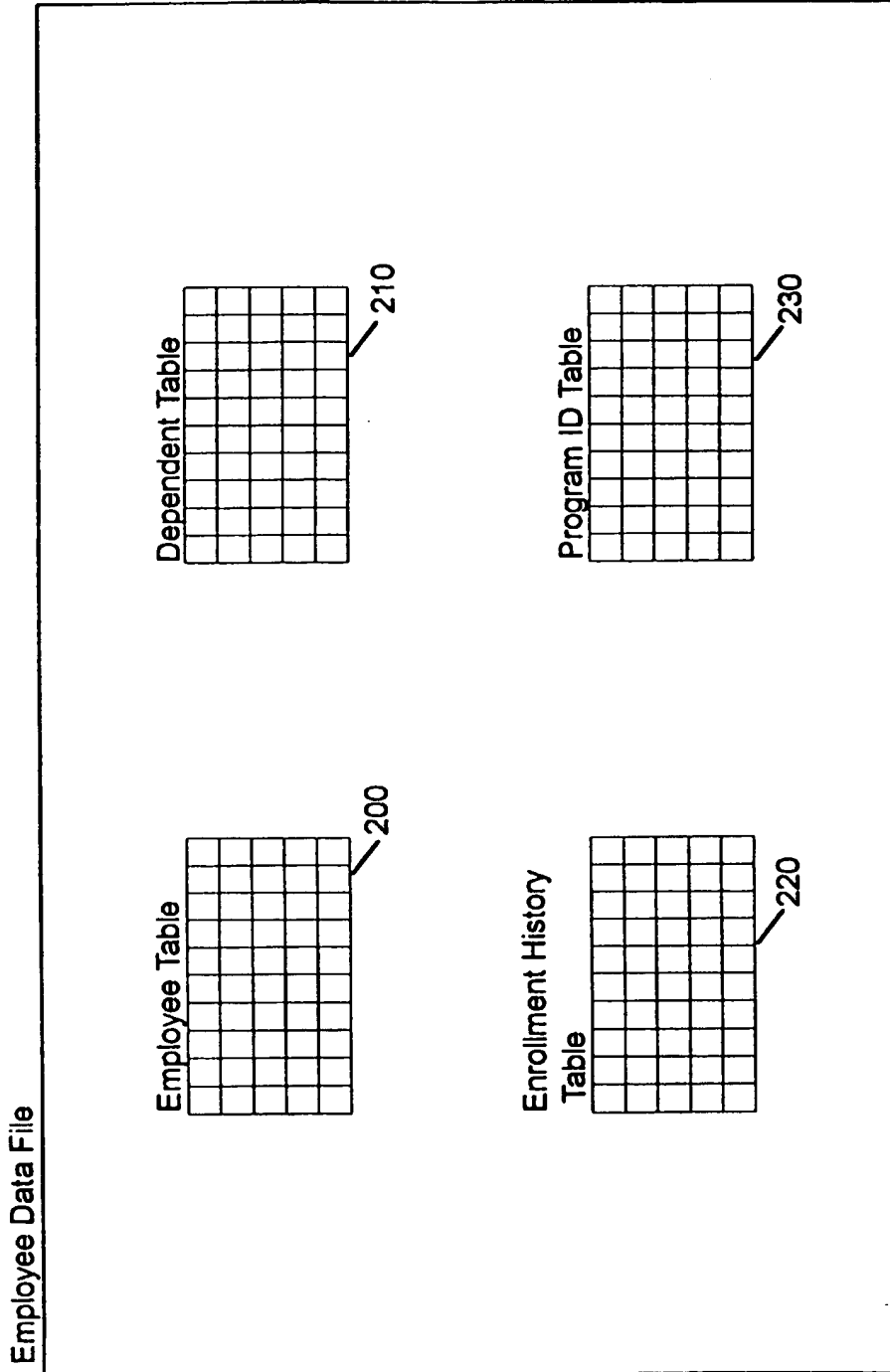


FIG. 3

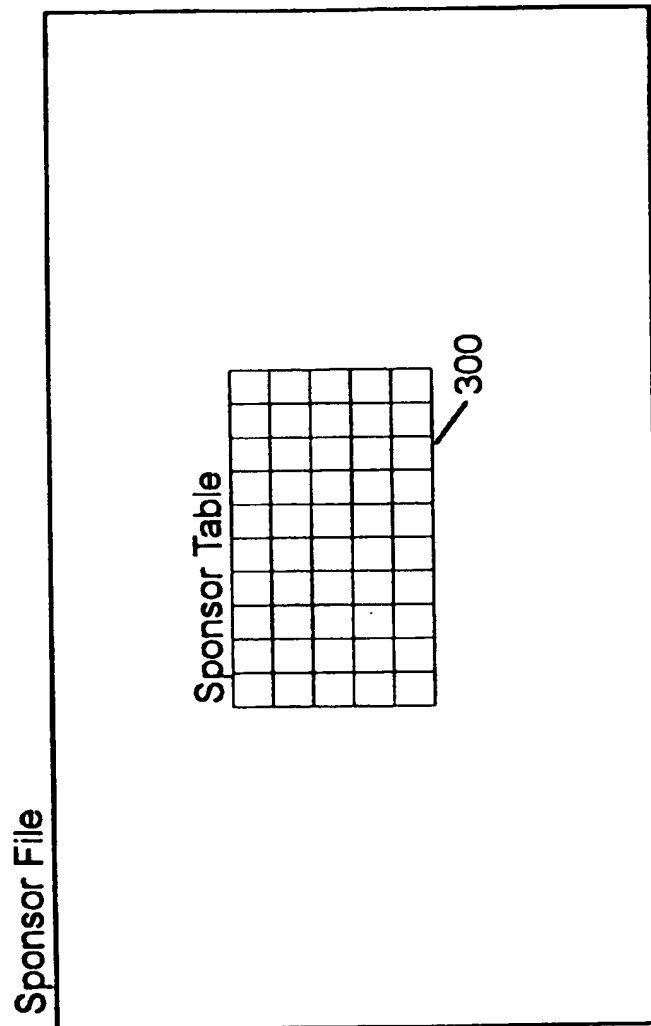
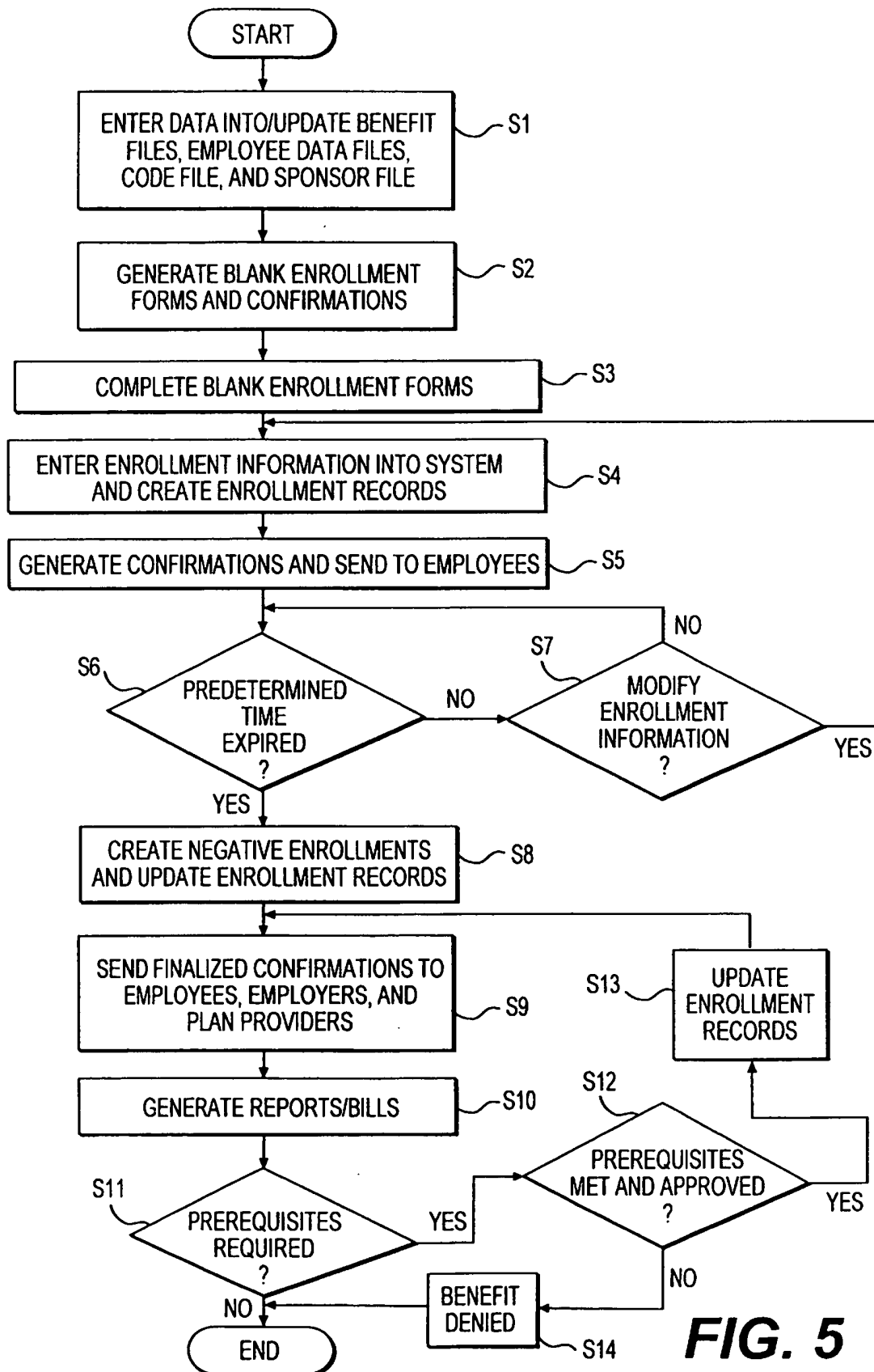


FIG. 4

**FIG. 5**

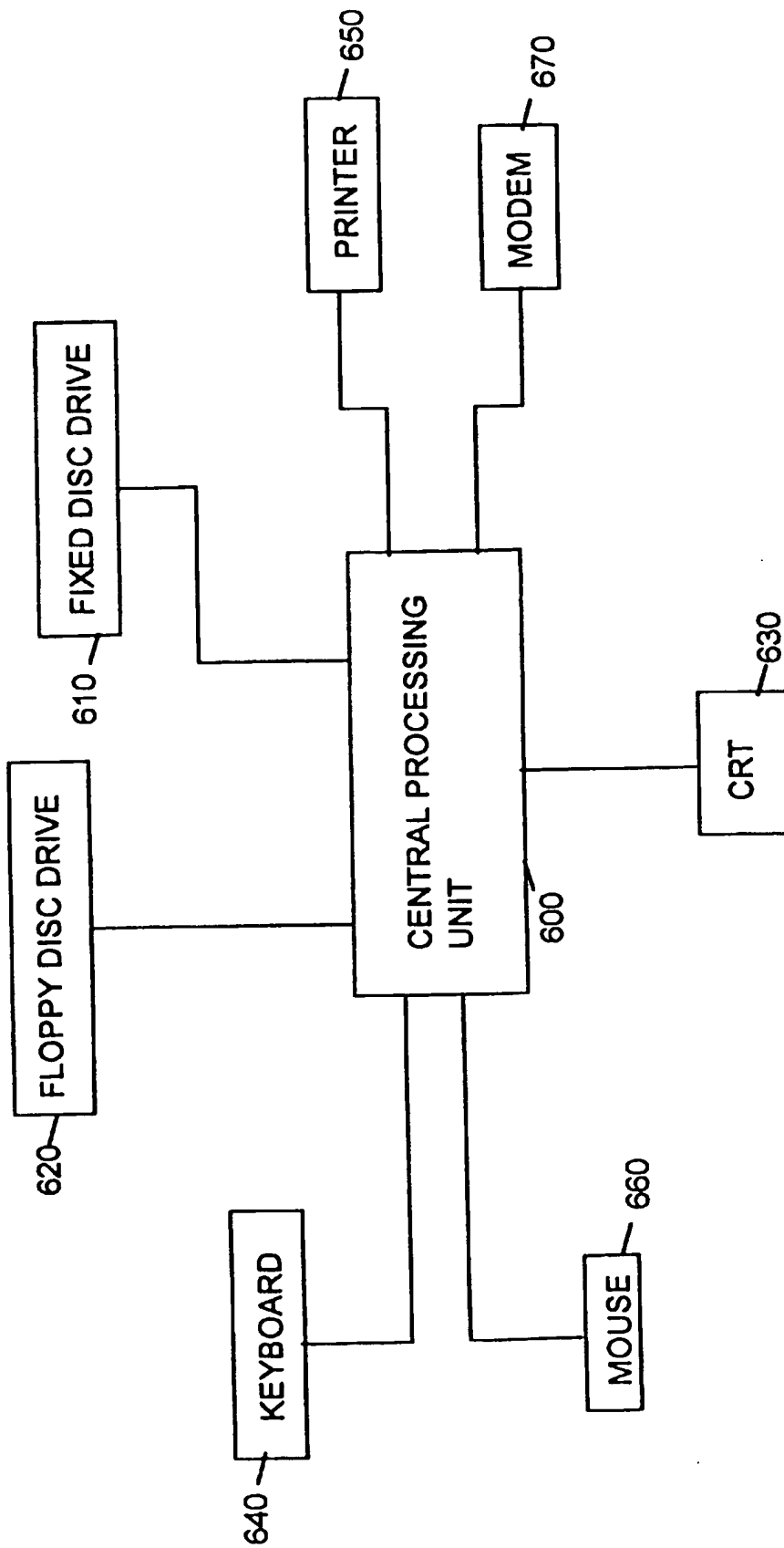


FIG. 6

EXAMPLE COMPANY, INC.
ENROLLMENT FORM FOR "BIG CHOICE" BENEFITS PLAN - 1996
UNUM POLICY #501310

NAME: SARAH SHAN SOCIAL SECURITY #: DATE OF BIRTH: 9-7-1948
ADDRESS: 100 VALLEY ROAD ANNUAL SALARY: \$39,728.00 DATE OF HIRE: 4-5-1993
UPPER GULPH, PA 19080 FULL-TIME EFFECTIVE DATE: 3-1-1996
LOCATION: 1 DIVISION: 002

COSTS AND CREDITS ARE ON A BI-WEEKLY PAYROLL BASIS (26 PAYCHECKS PER YEAR). YOUR FLEX CREDITS ARE \$ 53.22 PER PAYCHECK.

CHECK THE ELECTIONS YOU CHOOSE TO ENROLL IN AND ENTER THE AMOUNT ON THE LINE PROVIDED. IF THIS FORM IS NOT RETURNED TO YOUR EMPLOYER BY THE END OF THE ENROLLMENT PERIOD, YOU WILL BE ENROLLED IN THE NO CHOICE PLAN WITH COVERAGES AS FOLLOWS: MEDICAL OPTION G, EMPLOYEE ONLY; DENTAL AND VISION OPTION B, EMPLOYEE ONLY; LIFE/AD&D OPTION B; AND LTD OPTION A.

MEDICAL - BI-WEEKLY COST			YOUR COST \$ _____			
CHECK ONE →			<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
OPTION	DESCRIPTION	EMPLOYEE ONLY	EMPLOYEE + CHILDREN	EMPLOYEE + SPOUSE	EMPLOYEE + FAMILY	
<input type="checkbox"/> A	OPT OUT	\$0.00	0.00	0.00	0.00	
<input type="checkbox"/> B	USHC-NJ (\$2)	\$32.91	\$108.90	\$117.30	\$231.70	
<input type="checkbox"/> C	USHC-NJ (\$10)	\$23.10	\$96.90	\$103.90	\$212.30	
<input type="checkbox"/> D	USHC-PA (\$2)	\$28.20	\$97.20	\$105.90	\$194.90	
<input type="checkbox"/> E	USHC-PA (\$20)	\$23.10	\$87.70	\$94.70	\$180.00	
<input type="checkbox"/> F	VNA PLAN I - \$200 DEDUCTIBLE	\$29.60	\$108.90	\$117.30	\$213.24	
<input type="checkbox"/> G	VNA PLAN II - \$300 DEDUCTIBLE	\$23.10	\$76.90	\$83.90	\$182.30	
<input type="checkbox"/> H	VNA PLAN III - \$500 DED./NO PCS CARD	\$20.80	\$23.10	\$30.00	\$34.60	
<input type="checkbox"/> I	AMERIHEALTH-NJ (\$2)	\$29.60	\$101.98	\$112.68	\$213.24	
<input type="checkbox"/> J	BLUE-NJ (\$10)	\$23.10	\$96.90	\$103.90	\$212.30	
<input type="checkbox"/> K	AMERIHEALTH-NJ (\$10)	\$23.10	\$96.90	\$103.90	\$212.30	
<input type="checkbox"/> L	KEYSTONE-PA (\$2)	\$28.20	\$97.20	\$105.90	\$194.90	
<input type="checkbox"/> M	KEYSTONE-PA (\$10)	\$23.10	\$87.70	\$94.70	\$180.00	

PAID DAYS OFF (PDO) PART TIME NON-BENEFIT EMPLOYEES, CHHA'S _____ X \$4.60 = _____
& FFS EMPLOYEES ARE NOT ELIGIBLE PDO CREDIT

YOU MAY EXCHANGE UP TO 5 PDO CREDITS. THIS CREDIT WILL BE USED TO OFFSET COSTS OF BENEFITS.
YOU WILL RECEIVE \$4.60 PER PAYCHECK FOR EACH PDO. ADD THIS AMOUNT TO YOUR CREDIT BELOW

CHECK ONE



OPTION	DESCRIPTION
<input type="checkbox"/> A	KEEP PDO THE SAME
<input type="checkbox"/> B	1 TO 5 PAID DAYS OFF

DENTAL CHECK ONE		YOUR COST \$ _____	
OPTION	DESCRIPTION	EMPLOYEE ONLY	EMPLOYEE + FAMILY
<input type="checkbox"/> A	OPT OUT	\$0.00	\$0.00
<input type="checkbox"/> B	NJHA-DENTAL	\$1.80	\$7.80

VISION CHECK ONE		YOUR COST \$ _____	
OPTION	DESCRIPTION	EMPLOYEE ONLY	EMPLOYEE + FAMILY
<input type="checkbox"/> A	OPT OUT	\$0.00	\$0.00
<input type="checkbox"/> B	VISION SERVICE PLAN	\$0.20	\$3.90

LIFE / AD&D (YOU MUST CHOOSE AN OPTION) CHECK ONE				YOUR COST \$ _____
OPTION	DESCRIPTION	VOLUME	COST	
<input type="checkbox"/> A	1 X SALARY	\$40,000.00	\$4.89	
<input type="checkbox"/> B	2 X SALARY	\$80,000.00	\$9.78	
<input type="checkbox"/> C	3 X SALARY	\$120,000.00	\$14.68	
<input type="checkbox"/> D	\$50,000	\$50,000.00	\$6.12	

NOTE: LIFE INSURANCE VOLUME IN EXCESS OF \$250,000 OR BASED ON AN INCREASE IN YOUR ELECTION AFTER INITIAL ENROLLMENT WILL NOT BE EFFECTIVE UNTIL EVIDENCE OF INSURABILITY IS APPROVED BY UNUM.

DISABILITY (YOU MUST CHOOSE AN OPTION) CHECK ONE			YOUR COST \$ _____
OPTION	DESCRIPTION	COST	
<input type="checkbox"/> A	50% TO \$3,000	\$18.34	
<input type="checkbox"/> B	60% TO \$6,000	\$22.92	

HEALTH CARE REIMBURSEMENT ACCOUNT CHECK ONE (\$3,000 ANNUAL MAXIMUM)		
OPTION	DESCRIPTION	
<input type="checkbox"/> A	NO CONTRIBUTION	
<input type="checkbox"/> B	AMOUNT PER PAY PERIOD \$ _____	EQUALS PER PAY PERIOD \$ _____

DEPENDENT CARE REIMBURSEMENT ACCOUNT (\$5,000 ANNUAL MAXIMUM)				
CHECK ONE ↓				
	OPTION	DESCRIPTION		
<input type="checkbox"/>	A	NO CONTRIBUTION		
<input type="checkbox"/>	B	AMOUNT PER PAY PERIOD \$ _____	EQUALS PER PAY PERIOD \$ _____	

TOTAL AMOUNT OF ELECTIONS:	
FLEX CREDITS PROVIDED TO YOU:	\$53.22
ADDITIONAL PDO CREDIT FROM ABOVE:	
PRE-TAX SALARY INCREASE/DECREASE AMOUNT:	

DEPENDENT LIFE COVERAGE IS ON AN AFTER TAX BASIS				
SPOUSE LIFE		EMPLOYEE MUST HAVE LIFE INSURANCE OF \$20,000 OR MORE IN ORDER TO SELECT THIS OPTION.		YOUR COST \$ _____
CHECK ONE ↓				
	OPTION	DESCRIPTION	AGE BANDS	COST
<input type="checkbox"/>	A	NO COVERAGE	-	\$0.00
<input type="checkbox"/>	B	\$10,000	0 - 24	\$0.74
			25 - 29	\$0.51
			30 - 34	\$0.60
			35 - 39	\$0.78
			40 - 44	\$1.15
			45 - 49	\$2.03
			50 - 54	\$3.69
			55 - 59	\$5.91
			60 - 64	\$6.69
			65 - 69	\$11.12
			75 - 74	\$30.32

CHILD LIFE		COST IS TO COVER ALL OF YOUR CHILDREN	YOUR COST \$ _____
CHECK ONE ↓			
	OPTION	DESCRIPTION	
<input type="checkbox"/>	A	NO COVERAGE	\$0.00
<input type="checkbox"/>	B	\$2,000 COVERAGE	\$0.12

TOTAL AFTER TAX COST: _____

DEPENDENT INFORMATION						COMPLETE THE FOLLOWING FOR THOSE DEPENDENTS TO BE COVERED BY YOUR ELECTION			
NAME	SOCIAL SECURITY #	DATE OF BIRTH	RELATION TO YOU *	STATUS **	COVERAGE APPLIED FOR				
					MED	DEN	LIFE	VIS	
_____	_____	_____	_____	_____	_____	_____	_____	_____	
_____	_____	_____	_____	_____	_____	_____	_____	_____	
_____	_____	_____	_____	_____	_____	_____	_____	_____	
_____	_____	_____	_____	_____	_____	_____	_____	_____	

* RELATION TO YOU: SP = SPOUSE; CH = CHILD; ST = STEPCHILD WHO LIVES WITH YOU AND DEPENDS UPON YOUR FINANCIAL SUPPORT.

** STATUS: (COMPLETE IF APPLICABLE): S = FULL TIME STUDENT 19-25 (IF CHILD); H = HANDICAPPED PERSON; D = TOTALLY DISABLED PERSON (MAY BE SUBJECT TO A DELAYED EFFECTIVE DATE); N = NOT APPLICABLE.

BENEFICIARY INFORMATION			DESIGNATE YOUR LIFE INSURANCE BENEFICIARY(IES) BELOW	
NAME OF BENEFICIARY (LAST NAME, FIRST, MIDDLE INITIAL)	RELATION TO YOU	BENEFIT PERCENT		
_____	_____	_____		
_____	_____	_____		
_____	_____	_____		
CONTINGENT BENEFICIARY(IES)				
_____	_____	_____		
_____	_____	_____		
_____	_____	_____		

DELAYED EFFECTIVE DATE:

(1) FOR THE EMPLOYEE - YOUR INSURANCE WILL BE DELAYED IF YOU ARE NOT IN ACTIVE EMPLOYMENT BECAUSE OF AN INJURY, SICKNESS, LEAVE OF ABSENCE OR TEMPORARY LAY-OFF ON THE DATE THAT INSURANCE WOULD OTHERWISE HAVE BECOME EFFECTIVE.

(2) FOR DEPENDENTS - INSURANCE WILL BE DELAYED IF A DEPENDENT IS TOTALLY DISABLED ON THE DATE THAT INSURANCE WOULD OTHERWISE BE EFFECTIVE. EXCEPTION: NEWBORN CHILDREN ARE INSURED FROM LIVE BIRTH.

YOU MUST COMPLETE THIS SECTION IF YOU OR AN ELIGIBLE DEPENDENT HAVE OTHER MEDICAL COVERAGE.

EMPLOYER SPONSORING THE PLAN: _____

NAME OF INSURANCE CARRIER: _____

IN ADDITION, I CERTIFY THAT ANY PERSON(S) WHOM I HAVE NOT ENROLLED IN THIS GROUP MEDICAL PLAN ARE INSURED BY OTHER GROUP INSURANCE AS SHOWN ABOVE.

YOU MUST COMPLETE THIS SECTION IF YOU OR AN ELIGIBLE DEPENDENT HAVE OTHER DENTAL COVERAGE.

EMPLOYER SPONSORING THE PLAN: _____

NAME OF INSURANCE CARRIER: _____

IN ADDITION, I CERTIFY THAT ANY PERSON(S) WHOM I HAVE NOT ENROLLED IN THIS GROUP DENTAL PLAN ARE INSURED BY OTHER GROUP INSURANCE AS SHOWN ABOVE.

EMPLOYEE'S SIGNATURE AND ACKNOWLEDGMENT OF BINDING EFFECT OF BENEFIT ELECTIONS (PLEASE READ CAREFULLY, THEN DATE AND SIGN WHERE INDICATED BELOW).

I UNDERSTAND THAT BY SIGNING AND SUBMITTING THIS FORM, I AM MAKING A BINDING ELECTION FOR MY BENEFITS AND I AM AUTHORIZING CORRESPONDING DEDUCTIONS FROM MY EARNINGS.

I UNDERSTAND THAT I CANNOT CHANGE MY ELECTIONS DURING THE PLAN YEAR (TO ADD, DROP OR CHANGE BENEFITS) UNLESS I EXPERIENCE A FAMILY STATUS CHANGE (SUCH AS MARRIAGE, DIVORCE OR BIRTH OF A CHILD).

IF FOR ANY REASON I FAIL TO COMPLETE A NEW ENROLLMENT FORM EACH PLAN YEAR, THE ELECTIONS MADE ON THIS FORM WILL BE CARRIED OVER AND REMAIN IN EFFECT (UNCHANGED) IN THE SUBSEQUENT YEAR(S), ALTHOUGH THE BENEFIT COSTS (AND PAYROLL DEDUCTIONS) MAY CHANGE.

DATE: _____ SIGNATURE: _____

CONFIRMATION OF BENEFIT ELECTIONS - 1996
 EXAMPLE COMPANY, INC.
 UNUM POLICY #501310 (BASED ON 26 PAYCHECKS PER YEAR)

NAME:	SARAH SHAN	FULL-TIME	SS #:
ADDRESS:	100 VALLEY ROAD	LOCATION: 1	BIRTH DATE: 9/7/48
	UPPER GULPH PA 19080	DIVISION: 002	SALARY: \$39,728.00
		ENROLLMENT AS OF: 2/1/96	HIRE DATE: 4/5/93

THESE ARE THE BENEFIT OPTIONS YOU HAVE SELECTED FOR THE PLAN YEAR JANUARY 1, 1996 THROUGH DECEMBER 31, 1996. YOU MUST BE ACTIVELY AT WORK ON THE EFFECTIVE DATE FOR COVERAGE TO BEGIN.

BENEFIT	EFFECTIVE	OPTION	COST
MEDICAL USHC-NJ (\$10)	2/1/96	C: EMPLOYEE + FAMILY	\$212.30
PAID DAYS OFF	2/1/96	0	\$0.00
DENTAL NJHA-DENTAL	2/1/96	B: EMPLOYEE + FAMILY	\$7.80
VISION CARE OPT OUT	2/1/96	A: (NONE)	\$0.00
LIFE/ACCIDENTAL DEATH & DISMEMBERMENT*	2/1/96	A: \$40,000.00	\$4.89
UPON APPROVAL, YOUR COVERAGE WILL BECOME B: \$80,000.00 AT A COST OF \$9.78. SEE NOTE BELOW.			
LONG TERM DISABILITY	2/1/96	B	\$22.92
HEALTH CARE REIMBURSEMENT	2/1/96	A	\$0.00
DEPENDENT CARE REIMBURSEMENT	2/1/96	A	\$0.00
YOUR TOTAL BI-WEEKLY PRE-TAX ELECTIONS			\$247.91
CREDITS AVAILABLE			\$53.22
YOUR TOTAL BI-WEEKLY PRE-TAX SALARY REDUCTION			\$194.69

SPOUSE LIFE	2/1/96	A	\$0	\$0.00
CHILD LIFE	2/1/96	B	\$2,000	\$0.12
YOUR TOTAL BI-WEEKLY POST-TAX SALARY REDUCTION				\$0.12

THE AMOUNTS SHOWN ARE ALL SUBJECT TO ALL LIMITATIONS/EXCLUSIONS IN YOUR CERTIFICATE OF COVERAGE.

* NOTE: LIFE INSURANCE VOLUME IN EXCESS OF \$250,000 OR BASED ON AN INCREASE IN YOUR ELECTION AFTER INITIAL ENROLLMENT WILL NOT BE EFFECTIVE UNTIL EVIDENCE OF INSURABILITY IS APPROVED BY UNUM.

DEPENDENTS TO BE COVERED:

NAME	SS#	DOB	RELATION	COVERAGE(S)
RANDOLPH SHAN		2/5/44	SPOUSE	
ANDREW SHAN		9/16/80	CHILD	
CHLORYS SHAN		6/21/79	CHILD	
MIKE SHAN		6/21/79	CHILD	

IF THE ABOVE DOES NOT AGREE WITH YOUR RECORDS,
 PLEASE CONTACT DENISE DUBOISE AT UNUM AT (800) 421-0344

IF YOU AGREE WITH THE INFORMATION, PLEASE ATTACH THIS PAGE TO YOUR CERTIFICATE OF COVERAGE. THE INSURANCE OPTIONS ABOVE THEN BECOME PART OF YOUR CERTIFICATE OF COVERAGE.

DATE: 2/12/96 COPYRIGHT (C) 1995, BY HR PARTNERS, LLP. ALL RIGHTS RESERVED.

FIG. 8

HEALTH AND WELFARE BENEFIT ENROLLMENT AND BILLING SYSTEM AND METHOD

AUTHORIZATION UNDER 37 C.F.R. § 1.71(e)

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BACKGROUND OF THE INVENTION

1. Field of the Invention

The present invention relates to a health and welfare benefit enrollment and billing system and method. While the invention is subject to a wide range of applications, it is especially suited for use in an employee/employer context and will be particularly described in that connection.

2. Description of the Related Art

All employers, regardless of size, who offer health and welfare benefits to their employees must enroll the employees in one or more benefit plans by having the employees fill out appropriate application forms for each benefit plan and by transmitting the completed application forms to the appropriate providers of such plans, must receive and pay bills for premiums and administrative fees charged by the plan providers, and must develop and transmit various information about each participating employee and his or her enrollment to the employee, the plan providers, and other interested parties. Even if an employer doesn't offer benefits in the form of a cafeteria or flexible benefit plan, employees must make choices about their benefits, such as whether to accept or "opt out" and whether to cover self only or to include one or more dependents. Furthermore, the characteristics, such as variable rates and amounts of coverage based on age and/or salary, of certain benefits, such as life and disability income insurance, must be individualized for each employee. If the benefit plan is a cafeteria or flexible benefit plan, then the choices and individual variation among employees is even greater. Such individual variations among participating employees makes it highly desirable, if not necessary, for enrollment forms to be customized for each employee on an individual basis.

Generally, employers have not computerized the process of enrolling employees in health and welfare benefit plans. Also, a growing number of employers utilize customized enrollment forms generated by outside consultants or service providers. While an increasing number of employers have computerized their payroll and/or human resource information systems, either internally or on an "out-sourced" basis, the information contained in and generated by these payroll and/or human resource information systems is not sufficient to generate the enrollment forms needed for health and welfare benefit plans. Further, such systems are not able to manage health and welfare benefit enrollment information, communicate the information to interested parties such as, for example, participating employees and plan providers, or produce the billings needed for each plan provider's premiums and/or fees. Such systems also fail to store and, therefore, are not able to retrieve certain information required to be reported to regulatory authorities such as, for example, the IRS and U.S. Department of Labor. Hence, separate systems are maintained for performing these functions, ordinarily with independent data entry (even

where the same data is needed by more than one system) and the attendant opportunities for inconsistency and human errors.

All health and welfare benefit plan providers, regardless of size, must receive enrollment information and application forms from participating employees. This enrollment information, once collected, is used to record enrollment details to substantiate entitlement to the specific benefits selected and to generate billing of premiums and/or administrative fees payable by the employer.

Virtually all plan providers have computerized their systems for recording and maintaining enrollment and benefit entitlement information for participating employees. And, virtually all plan providers have computerized their systems for calculating premiums due and issuing bills to the employers of the participating employees. However, the current state of the art is for each plan provider to maintain two separate systems; one for enrollments and the other for billing. Although both systems utilize much of the same information, the information is entered separately (typically by keyboard entry) into each system. This time-consuming duplication of data entry is wasteful and also gives rise to inconsistencies of human error.

Furthermore, plan providers have not standardized their enrollment application forms, nor the information needed about participating employees and dependents. Thus, each plan provider uses its own application forms and has its own requirements for information needed to enroll employees and their dependents into a specific benefit plan, and employees are required to fill out several different forms, such as a medical insurance application form, a dental insurance application form, a life insurance application and/or beneficiary designation form, a disability insurance application form, with overlapping information. As a result, there is more time wasted by employers and employees to implement and administer health and welfare benefit plans. In addition to wasted time, there is more opportunity for human error by an employee providing inconsistent information on each form and the employer wastes even more time double checking the forms and distributing them to the appropriate plan providers. Information from each form is then keyed into different enrollment and separate billing systems by each plan provider, thereby multiplying time wasting duplication of effort and more opportunities for human error in the re-keying of information.

SUMMARY OF THE INVENTION

Accordingly, the present invention is directed to a health and welfare benefit enrollment and billing system and method that substantially obviate one or more of the problems due to the limitations and disadvantages of the related art.

Additional features and advantages of the invention will be set forth in the description which follows, and in part will be apparent from the description, or may be learned by practice of the invention. The objectives and other advantages of the invention will be realized and attained by the system and method particularly pointed out in the written description and claims hereof as well as the appended drawings.

To achieve these and other advantages and in accordance with the purpose of the invention, as embodied and broadly described, the invention provides for a health and welfare benefit enrollment and billing system comprising enrolling means for enrolling at least one person in at least one health and welfare benefit plan provided by at least one health and

welfare benefit plan provider, and bill generating means for generating a bill for fees due to the at least one health and welfare benefit plan provider as a result of the enrollment of the at least one person in the at least one health and welfare benefit plan.

To further achieve these and other advantages and in accordance with the purpose of the invention, as embodied and broadly described, the invention also provides for a health and welfare benefit enrollment and billing method comprising the steps of entering data into one of a single computerized database management system and a plurality of interconnected computerized database management systems, enrolling at least one person in at least one health and welfare benefit plan provided by at least one health and welfare benefit plan provider in accordance with the data entered into the one of the single computerized database management system and the plurality of interconnected computerized database management systems, and generating a bill for fees due to the at least one health and welfare benefit plan provider as a result of the enrollment of the at least one person in the at least one health and welfare benefit plan in accordance with the data entered into the one of the single computerized database management system and the plurality of interconnected computerized database management systems.

It is to be understood that both the foregoing general description and the following detailed description are exemplary and explanatory and are intended to provide further explanation of the invention as claimed.

BRIEF DESCRIPTION OF THE DRAWINGS

The accompanying drawings, which are included to provide a further understanding of the invention and are incorporated in and constitute a part of this specification, illustrate one embodiment of the invention and together with the written description serve to explain the principles of the invention. In the drawings:

FIG. 1 is a block diagram of a preferred embodiment of a health and welfare benefit enrollment and billing system according to the present invention;

FIG. 2 is a block diagram of a benefit file of the health and welfare benefit enrollment and billing system of FIG. 1;

FIG. 3 is a block diagram of an employee data file of the health and welfare benefit enrollment and billing system of FIG. 1;

FIG. 4 is a block diagram of a sponsor file of the health and welfare benefit enrollment and billing system of FIG. 1;

FIG. 5 is a flow diagram of an operation of the health and welfare benefit enrollment and billing system of FIG. 1;

FIG. 6 is a block diagram of a representative hardware installation for the health and welfare benefit enrollment and billing system of FIG. 1; and

FIGS. 7a-7e are an example of a blank enrollment form generated by the health and welfare benefit enrollment and billing system of FIG. 1; and

FIG. 8 is an example of a confirmation generated by the health and welfare benefit enrollment and billing system of FIG. 1.

DETAILED DESCRIPTION OF THE PREFERRED EMBODIMENTS

Reference will now be made in detail to the present preferred embodiments of the invention, an example of which is illustrated in the accompanying drawings. For the

purposes of this invention, "health and welfare benefit plan" means any type of benefit plan, whether or not insured, for providing health and/or welfare benefits to an individual or a group or groups of individuals, including but not limited to medical benefit plans, dental benefit plans, cafeteria or flexible benefit plans, disability benefit plans, life insurance benefit plans, vision benefit plans, prescription drug benefit plans, long term care insurance benefit plans, payroll deduction universal life insurance benefit plans, and combinations thereof, and "plan year" means either the fiscal or calendar year or other interval of time used for indicating a health and welfare benefit plan cycle. Also for the purposes of this invention, "health and welfare benefit plan provider" or "plan provider" means any individual or entity that provides one or more health and welfare benefit plans to an individual or a group or groups of individuals or that provides administrative or other services to such plans, including but not limited to insurance companies, health maintenance organizations (HMOs), prescription drug providers, third party administrators (TPAs), and combinations thereof.

An exemplary embodiment of the health and welfare benefit enrollment and billing system of the present invention is shown in FIG. 1 and is designated generally by reference numeral 1. As shown in FIG. 1, the health and welfare benefit enrollment and billing system 1 comprises a plurality of benefit files 10, a plurality of employee data files 20, a sponsor file 30, and a code file 40. Preferably, these files are embodied by software and integrated as a single computerized database management system or a plurality of interconnected computerized database management systems. For example, the health and welfare benefit enrollment and billing system 1 can be created and operated using a commercially available operating system and database management software program, such as the Microsoft Windows™ operating system the Microsoft Access™ database management software. The health and welfare benefit enrollment and billing system 1 can be created and operated using other types of operating systems and database management software programs known in the art as well.

Each of the plurality of benefit files 10 is associated with one or more employees of a particular employer or subdivision of an employer, wherein each employee is subject to the same health and welfare benefit constraints (e.g., available plan choices and coverage options). It should be understood that while a plurality of benefit files are shown in FIG. 1, only one file is necessary for operation of the invention.

Further, each of the plurality of benefit files includes tables of information that describe the employer or subdivision of an employer, the employer's health and welfare benefit policies, the benefit plans in which the employer's employees can be enrolled, and the plan providers of such benefits. This information can include, for example, the benefit types and coverage options available to the employees for enrollment selection, identification of which benefits are employee selectable and which are attached to other employee selections (e.g., which medical plans include a separate prescription card and which do not), identification of plan features that generate cost or premium billings based on other employee selections but are not benefits disclosed to or payable to employees (e.g., stop loss insurance which protects the employer against excessive claims under self-insured plans), and identification of the financial characteristics of each benefit type and coverage option (e.g., premiums and/or expenses payable to the respective plan provider, prices charged to the employee electing benefits, whether such prices are a pre-tax or an after-tax payroll deduction, and any credits available to an employee who opts out of a

particular benefit or selects a reduced level of benefits). It should be appreciated that additional or different information can be included in the benefit files as needed to accommodate different types of benefit plans or employer policies.

FIG. 2 illustrates a specific implementation of one of the benefit files 10. As shown in FIG. 2, the benefit file comprises a plurality of benefit tables 100, a prerequisites table 110, an employee classification table 120, an employer divisions table 130, a program ID table 140, a provider table 150, an employer locations table 160, a default plan table 170, a government reporting table 180, and an employee status table 190.

Each of the benefit tables 100 corresponds to a particular health and welfare benefit available to each employee associated with the benefit file and each describes all relevant information for that benefit. For example, a benefit table corresponding to a medical benefit could include the various medical benefit plans and coverage options available to the employee, the name of the provider of each benefit plan, the cost to the employee for selection of each coverage option of each benefit plan (preferably, employee costs are broken down by employee status and/or classification, both of which will be described below), the manner in which the employee is to be charged, if at all, for the benefit (e.g., via payroll deduction), whether payments by the employee are subject to withholding tax, the plan year or years for which the benefit is available, any credits available to the employee for electing not to obtain the benefit (or augmentation of compensation if total credits available exceed the total cost of the benefit), the premium, premium equivalent or fee (e.g., the actual amount due to the plan provider) associated with each coverage option of each benefit plan, and an IRS plan number (as required by IRS Form 5500) for each benefit plan. As another example, a benefit table corresponding to a life insurance (e.g., self, spouse, or child life insurance) or disability benefit could include, in addition to some or all of the information described above for the medical benefit table, minimum or maximum ages for receiving the benefit under each plan and a percentage of a maximum benefit available to the employee based upon, for example, the employee's age. As a further example, a benefit table corresponding to a flexible spending account (e.g., a dependent care or health care reimbursement account) benefit could include, again in addition to some or all of the information described above for the medical benefit table, maximum benefits available to the employee for each plan as well as a range of possible employee contributions for each plan. While examples of the types of information stored in the benefit tables 100 have been given, it should be appreciated that the information stored in each of the benefit tables 100 will depend on the particular benefit with which that table corresponds and can, therefore, be modified as needed to suit a particular application of the invention.

The default plan table 170 provides a list of default benefit plan and coverage option selections for each of the benefits described in the benefit tables 100. As will be explained in more detail below, these default selections or "no choice plans" are provided to employees who fail to select an available benefit plan on their own to ensure that those employees will have at least some minimum level of benefits. The default benefit plans and coverage options included in the default plan table 170 can be determined, for example, by the employer.

The prerequisites table 110 stores information describing which benefit plans, if any, described in the benefit tables 100 have prerequisites that must be met before an employee

can be enrolled in the plans. For example, certain life insurance plans require evidence of insurability of an employee to be approved by the plan provider before the employee is eligible to receive the chosen benefit or level of coverage. In this example, the prerequisites table 110 could store information describing the conditions under which evidence of insurability is required by the plan provider (e.g., when the employee desires to receive an initial life insurance face amount over \$250,000 or to increase his or her life insurance election after initial enrollment, such as from 2 to 3 times salary).

The provider table 150 includes a list of each benefit plan provider described in the benefit tables 100 as well as all relevant information concerning each benefit plan provider. Such information could include, for example, each benefit plan provider's name and billing address, application information required by each plan provider to enroll an employee and/or the employee's dependents in the provider's benefit plan, and each plan provider's billing and reporting requirements (e.g., format and means of transmission of bills and reports). Again, the contents of the provider table 150 can be modified as needed to suit a particular application of the invention.

The government reporting table 180 includes, for each of the benefit plans described in the benefit tables 100, information required by various government agencies, such as the IRS or Department of Labor, to meet any reporting requirements. For example, the government reporting table 180 could include information, such as plan number, name, address and telephone number of the plan administrator, type of plan benefits, and plan funding method, that would enable the health and welfare benefit enrollment and billing system 1 to generate IRS Form 5500 or generate information necessary for others to prepare IRS Form 5500.

The employer divisions table 130 includes a list of the various divisions, if any, of the employer associated with the benefit file. For each division, the employer divisions table 130 also includes all relevant information for the division, such as the name of the division, the name of a contact person responsible for handling health and welfare benefit enrollment and billing for the division, the address of the division, and the telephone and facsimile numbers of the contact person.

The employer locations table 160 is similar to the employer divisions table 130. However, the employer locations table 160 includes a list of all relevant information for the various locations of the employer associated with the benefit file at which participating employees are located or to which employees report or are assigned, as opposed to the divisions. It should be noted that other subgroups of the employer can be identified to suit a particular application of the invention.

The employee status table 190 includes a list of all possible employment statuses for the employees of the employer associated with the benefit file. For example, the employee status table 190 could include one or more of the following statuses: active, terminated, or disabled. It should be noted that additional or different statuses could be included in the employee status table 190 to suit a particular application of the invention.

The employee classification table 120 includes a list of all possible job classifications for the employees of the employer associated with the benefit file. For example, the employee classification table 120 could include one or more of the following classifications: executive, manager, or clerical. Again, additional or different job classifications could be

included in the employee classification table 120 to suit a particular application of the invention.

The program ID table 140 identifies with what version of the code file 40 (FIG. 1) the benefit file is compatible. The purpose of the program ID table 140 is to inform the code file 40 whether it can access the benefit file without risking the integrity of the benefit file. This is especially useful when more than one version of the code file 40 is being used by the same employer or shared among different employers.

Referring back to FIG. 1, each of the plurality of employee data files 20 corresponds to a specific one of the plurality of benefit files 10 and, therefore, is associated with one or more employees of a particular employer or subdivision of the employer, wherein each employee is subject to the same health and welfare benefit constraints. As was the case with the benefit files 10, while a plurality of employee data files 20 are shown in FIG. 1, only one file is necessary for operation of the invention.

Further, each of the plurality of employee data files 20 includes tables of information that describe each employee of the employer or subdivision of the employer associated with the file as well as the employee's health and welfare benefit enrollment history. As shown in FIG. 3, a specific implementation of one of the employee data files 20 comprises an employee table 200, a dependent table 210, an enrollment history table 220, and a program ID table 230.

The employee table 200 describes, for each employee, the employee's social security number, date of birth, name, address, home telephone number, hire date, effective date for receiving benefits, work location and division, job classification, status, salary (for current, prior, and subsequent plan years), sex, and marital status. Other or different information concerning the employee can also be included in the employee table 200 to suit a particular application of the invention.

The dependent table 210 includes, for each dependent (if any) of each employee described in the employee table 200, the dependent's name, relation to the employee, date of birth, sex, marital status, and school name and graduation date (if appropriate). The dependent table 210 also describes what benefits each dependent will receive under the employee's benefit plan and coverage option selections, and whether any of the dependents obtain benefits under a benefit plan other than the employee's selected benefit plan, such as, for example, if a dependent is covered under two different health insurance plans. Again, other or different information concerning the dependents can be included in the dependent table 210 to suit a particular application of the invention.

The enrollment history table 220 maintains detailed historical records of each employee's benefit plan enrollment history for one or more plan years, such as the current plan year, the immediately preceding plan year, and the immediately following plan year. Each record could include, for example, an indication of whether the record is for the current, immediately preceding or immediately following plan year, and a detailed description of each of the benefit plans and coverage options in which the employee is, has been, or will be enrolled and the effective date of such enrollment. Preferably, a new record is stored in the enrollment history table 220 each time an employee modifies his or her enrollment status with respect to at least one benefit plan or changes other information stored in the enrollment history table 220, such as job classification or benefit eligibility status. Also, preferably, an employee can have only one active enrollment record at any given time.

The program ID table 210, like the program ID 140 table included in the benefit file of FIG. 2, identifies with what version of the code file 40 the employee data file is compatible. Again, the purpose of the program ID table 210 is to maintain the integrity of the employee data file.

Referring once again to FIG. 1, the sponsor file 30 includes certain information common to each of the benefit files 10 and employee data files 20 that is associated with each plan provider. The code file 40 uses this information to read, interpret, and manage the data stored in the benefit files 10 and employee data files 20. As shown in FIG. 4, in one specific implementation of the sponsor file 30, this information is stored in a sponsor table 300 which lists all employers or employer subdivisions whose benefits and employee data files are available to a particular user of the invention, and for each employer or employer subdivision lists information about the employee's employer, such as the current fiscal year of the particular benefit plan of the employer, the number of pay periods in the fiscal year, and the name, address and the federal EIN of the employer.

The code file 40 comprises a set of instructions by which the health and welfare benefit enrollment and billing system 1 operates. As shown in FIG. 1, these instructions are organized into a data entry and user interface module 50, a calculation and data manipulation module 60, and a data output and reports module 70.

The data entry and user interface module 50 enables a user of the health and welfare benefit enrollment and billing system 1 to enter, review, extract, and modify the data stored in the various files of the health and welfare benefit enrollment and billing system 1. Communication between the user and the data entry and user interface module 50 can be performed manually (e.g., via keyboard, mouse, touchscreen, scanner, voice command, etc.), electronically (e.g., via modem, floppy disc, etc.), and/or any other technique known in the art. To facilitate this communication, the data entry and user interface module 50 generates menus and data entry screens. Preferably, these menus and data entry screens are specific to routine and repetitive functions performed by the user of the health and welfare benefit enrollment and billing system 1 and have built in certain knowledge of those functions. In this manner, the health and welfare benefit enrollment and billing system 1 can restrict the user's data entry in ways that help assure completeness of data entered and double check that formats are correct to thereby reduce incidence of human error. This technique is sometimes referred to in the art as "error-trapping."

The calculation and data manipulation module 60 performs calculations and data manipulations required to create various forms, reports, bills, and other outputs produced by the health and welfare benefit enrollment and billing system 1. The calculation and data manipulation module 60 performs this function according to specific rules many of which are variable and are stored in and referenced from the benefit files 10, employee data files 20, sponsor file 30, and code file 40. These rules describe, for example, which benefit costs are chargeable to employees on a pre-tax basis and which are chargeable on an after-tax basis, threshold levels under federal income tax laws for what amounts of employee and/or dependent group life insurance require charging the employee with imputed taxable income, appropriate IRS tables for calculating imputed taxable income chargeable with respect to such "excess" group life insurance, federal income tax law limitations on and methods for calculating permissible contributions by participating employees to flexible spending accounts, federal tax rules applicable for the calculation period regarding things

such as the threshold amount(s) for determining excess insurance coverage, IRS rules for determining an employee's age for this purpose, and the IRS rate tables used to calculate imputed income created by such excess coverage, information indicating which benefit costs generate pre-tax payroll deductions and which generate after-tax payroll deductions, rules for calculating the employee's benefit credits, conversions of employee benefit price tags, credits, premiums and/or administrative fees between monthly and per pay period amounts, as needed to produce accurate forms, reports, bills and other outputs of the invention, price tags, premiums and credits per pay period for items that are dependent on an employee's age and salary, such as those associated with life insurance and disability income insurance, rules for determining an employee's age for insurance purposes, imputed income per pay period generated by life insurance coverage in excess of applicable IRS limitations, total after-tax payroll deductions per pay period for an employee based on his or her benefit elections and total pre-tax payroll deductions per pay period for an employee based on his or her benefit elections, and an employee's total benefit credits per pay period, if any.

The data output and reports module 70 places the forms, reports, bills, and other outputs created by the calculation and data manipulation module 60 into a desired format for transmission to employees, employers, plan providers, and/or other third parties (e.g., payroll and human resource personnel and/or systems). For example, the data output and reports module 70 can place forms, reports, bills, and other outputs into a suitable format for printing by a printer, storage by a memory device (e.g., floppy disc), or transmission by a facsimile or modem.

It should be appreciated that the foregoing organization of the various files and tables of the health and welfare benefit enrollment and billing system 1 provides for convenience of maintenance and facilitates use of the system for different employers or groups of employees with minimum duplication of computer codes. Nevertheless, the organization of these files and tables can be modified from that shown in FIGS. 1-4 in any manner known in the art.

Operation of the health and welfare benefit enrollment and billing system 1 will now be described with reference to the flow diagram of FIG. 5.

In step S1, appropriate data and instructions, as discussed above, are entered into the benefit files 10, the employee data files 20, the sponsor file 30, and the code file 40. The data and instructions can be entered by any number of entities including, for example, an employee, employer, benefit plan provider, or third party. For example, data for the employee data files 10 can be entered directly from the employer's payroll or human resource system. Similarly, data for the benefit files 20 can be entered by the benefit provider. Preferably, the benefit files 10, employee data files 20, sponsor file 30, and code file 40 are updated regularly (e.g., usually annually to reflect current premiums and other benefit features and options available for each plan year) to ensure the accuracy of the files over time.

In step S2, the health and welfare benefit enrollment and billing system 1 generates a blank enrollment form for each employee described in the employee data files 20 and eligible to receive one or more benefits. The blank enrollment forms are generated according to the data and instructions entered into the benefit files 10, the employee data files 20, the sponsor file 30, and the code file 40 in step S1 and are individualized for each employee to include, for example, all benefit plans and coverage options that are

available to be selected by the employee as well as prices and credits (if any) associated with each benefit plan and coverage option. Again, the information included in each enrollment form can be based, for example, on relevant characteristics of the employee, such as job classification, division, work location, age and salary, and rules established by the employer. An example of a blank enrollment form is shown in FIGS. 7a-7e.

Preferably, along with the blank enrollment forms, the health and welfare benefit enrollment and billing system 1 also generates a confirmation of each employee's enrollment status including the employee's most recently effective benefit plan and coverage option selections (if any) for the same plan year in case of a mid-year change in employment status, or for the prior plan year in case of a request by the employee for an enrollment form for the next plan year (starting after the request date). Preferably, the confirmation is individualized for each employee. It should be appreciated that such a confirmation can assist an employee in making new benefit plan and coverage option selections and/or changing his or her existing selections. An example of such a confirmation is shown in FIG. 8.

Once generated, the blank enrollment forms and the confirmations are provided to the employees in a suitable format and by suitable means in accordance with the data and instructions entered into the benefit files 10, the employee data files 20, and the code file 40 in Step S1. For example, the forms and confirmations can be provided to the employees on paper, on computer diskette, via electronic file transfer, or by other means known in the art.

In step S3, each employee fills out his or her blank enrollment form or otherwise communicates the information requested in the blank enrollment form to his or her employer or appropriate administrator. It should be appreciated that each enrollment form, once completed by the employee, meets all the enrollment application requirements of each participating plan provider associated with the benefit plans included in the blank enrollment form. Thus, the employee need only complete a single enrollment form even when selecting multiple benefit plans and coverage options.

In step S4, for each employee, the information provided by the employee either in the completed enrollment form or otherwise is entered into the health and welfare benefit enrollment and billing system 1 in a suitable format and by suitable means in accordance with the data and instructions entered into the benefit files 10, the employee data files 20, and the code file 40 in Step S1. For example, if the completed enrollment form is on paper, the information can be entered into the health and welfare benefit enrollment and billing system 1 by keyboard entry or scanning. As the information is entered, the health and welfare benefit enrollment and billing system 1 generates a new enrollment record for the employee in the appropriate enrollment history table.

In step S5, the health and welfare benefit enrollment and billing system 1 generates a confirmation of each employee's enrollment status including benefit plan and coverage option selections and other relevant enrollment information for the employee, and again provides the confirmation to the employee in a suitable format and by suitable means in accordance with the data and instructions entered into the benefit files 10, the employee data files 20, and the code file 40 in Step S1. While the confirmation is generally provided only to the employee, it may also be provided to the employer and respective plan providers in which case the confirmation is preferably individualized not only for the employee, but for the employer and plan providers as well.

In steps S6 and S7, each employee is given a predetermined period of time during which the employee can modify the information indicated in the confirmation if, for example, the confirmation is inaccurate or the employee changes his or her mind concerning his or her benefit plan and/or coverage option selections. Preferably, each employee is given until the start of the plan year to make any such modifications. If an employee makes modifications to the information within the predetermined period of time, the modifications are entered into the health and welfare benefit enrollment and billing system 1 (step S4), the health and welfare benefit enrollment and billing system 1 appropriately adds a modified enrollment record for the employee in the enrollment history table (step S4), and the health and welfare benefit enrollment and billing system 1 generates a new confirmation and provides the new confirmation to the employee and/or the employer and plan providers (step S5). If, however, the employee fails to make any modifications to the information within the predetermined period of time, control passes to step S8.

In step S8, the health and welfare benefit enrollment and billing system 1 creates a "negative enrollment" for any employee who fails to select an available benefit plan or plans on his or her own within the predetermined period of time. Specifically, those employees who fail to submit timely benefit plan and coverage option selections for a specific plan year are automatically re-enrolled with their selections for the prior plan year. For those employees having no prior plan year selections, the employees are enrolled in the no choice plans. The health and welfare benefit enrollment and billing system 1 also appropriately adds an enrollment record for the employee in the enrollment history table.

In step S9, the health and welfare benefit enrollment and billing system 1 generates a finalized confirmation of each employee's benefit plan and coverage option selections and other relevant enrollment information. Preferably, the finalized confirmation is provided to the employee, the employer, and the respective plan providers, once again in a suitable format and by suitable means in accordance with the data and instructions entered into the benefit files 10, the employee data files 20, and the code file 40 in Step S1.

In step S10, the health and welfare benefit enrollment and billing system 1 generates various reports and bills desired by the employees, the employers, the plan providers, and other third parties. Preferably, for each of the employees, employers, plan providers, and other third parties, these reports and bills are individualized for the recipient and are provided, once again, in suitable formats and transmitted by suitable means in accordance with the data and instructions entered into the benefit files 10, the employee data files 20, and the code file 40 in step S1.

For example, the health and welfare benefit enrollment and billing system 1 can create a "Salary Impact Report" indicating for each employee and in total for each employer (and in subtotal for each of the employer's divisions, if any) the amount of pre-tax payroll deductions generated by each benefit selection for each participating employee, the total benefit credits available for the employee to offset the payroll deductions (or increase the employee's salary, if appropriate), and, in similar detail, any after-tax payroll deductions generated by each benefit for the participating employee. Preferably, the Salary Impact Report is distributed to the employer and/or the employer's payroll system and is generated regularly (e.g., for each payroll period determined specifically for each employer).

The health and welfare benefit enrollment and billing system 1 can also create regularly (e.g., for each payroll

period determined specifically for each employer), an "Imputed Income Report" to the employer and/or the employer's payroll system. The Imputed Income Report indicates for each employee and in total for each employer (and in subtotal for each of the employer's divisions, if any) the amount of imputed income reportable for each participating employee under then applicable federal income tax rules on account of such employee's benefit elections, such as imputed income due to group life insurance in a face amount in excess of \$50,000 on the life of the employee.

Further, the health and welfare benefit enrollment and billing system 1 can create billing statements, preferably, on a monthly or other appropriate interval, showing the premiums and/or administrative fees due for each benefit provided through or administered by such plan provider for all employees electing such benefits or services to the participating plan provider. Preferably, the billing statements show the total premiums and/or administrative fees due such provider by the employer for such period and show the employer the total premiums and/or administrative fees due the subject plan provider for such period. Typically, the billing statements are transmitted to the employers for payment and then transmitted to the respective plan providers to substantiate the amounts due. It should be understood that the invention's billing capabilities are not restricted to benefits that are selectable by employees on the enrollment form. It can also bill other types of plan related premiums and expenses, such as benefits that are "attached" to other benefits and not independently selectable by the employees (e.g., a separate prescription card given with some, but not all, medical insurance elections), and expenses or premiums that are directly related to participating employees or their benefit selections, but are not separately charged to the employees (e.g., stop loss insurance premiums that are applicable with respect to employees electing benefits for which the employer is self-insured and plan administrative expenses).

Still further, the health and welfare benefit enrollment and billing system 1 can generate reports including supporting detailed information needed by each participating plan provider, such as the identity of each employee and dependent enrolled in a specific benefit plan and the selected level of coverage, or a count or total of employees or dependents enrolled in certain benefit plans and having certain coverage. Also, the health and welfare benefit enrollment and billing system 1 can generate appropriate reports including supporting detailed information for the employer, such as a detailed list of premiums and fees due each plan provider for each payroll period subtotaled by division or other desired subset of the employer needed for management or accounting purposes.

Still even further, the health and welfare benefit enrollment and billing system 1 can generate reports including, for example, information describing payroll deductions or credits generated by the benefit plan for each employee (separated into both pre-tax and after-tax amounts), as well as information about the health and welfare benefit plans which is required to be reported by the plan provider or other third parties to regulatory authorities, such as the IRS and the US Department of Labor.

Finally, as an additional feature to facilitate efficient reporting to participating plan providers of accurate information needed about participating employees, the health and welfare benefit enrollment and billing system 1 can create various supplemental reports. These supplemental reports can include, for example, an "Underwriters' Exception Report," which is generated periodically (typically monthly

*Imputed
Income
Report*

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or with each billing statement) and which lists employees having exceptional circumstances, such as those awaiting evidence of insurability, those on disability, and those whose employment terminated during the period, and an "Employee Census Report," which is generated on demand and which lists all active employees and information about each needed by certain plan providers for underwriting review and other purposes.

In step S11, if evidence of insurability or other prerequisites are required to be provided by the employee for approval of a requested benefit, the benefit plan administrator or plan provider notifies the employee and control in such cases passes to step S12.

In step S12, if the required prerequisites are met by the employee and approved by the plan provider, then confirmation of the approval is issued to the employee and control passes to step S13 where the health and welfare benefit enrollment and billing system 1 appropriately adds an enrollment record for the employee in the enrollment history table to reflect that the prerequisites have in fact been met and the date of approval thereof by the plan provider. If the prerequisites are not approved, then control passes to step S14 and the employee is denied the requested benefit.

FIG. 6 illustrates a representative hardware installation for the health and welfare benefit enrollment and billing system 1. As shown in FIG. 6, the hardware installation comprises a central processing unit 600, a fixed disk drive mass storage device 610, a floppy disk drive unit 620, a CRT type display monitor or terminal 630, a keyboard data entry device 640, and a printer 650. The type of printer needed is determined by the style of reports, forms, and bills desired to be generated by the invention. For example, a dot matrix or other impact type printer is needed if the user of the invention wants to print multiple part forms (e.g., an original and 2 copies). Otherwise, laser jet or ink jet type printers are preferred for faster output and higher resolution.

As further shown in FIG. 6, functionality of the health and welfare benefit enrollment and billing system 1 can be improved by further providing a mouse or other pointing device 660 and a modem and telephone connection 670 to enable receipt from outside sources of computer files containing information to be read by the invention, or computer files generated by the invention to be transmitted (bidirectionally) electronically rather than via printouts on paper, or copies on removable computer diskettes to be physically exchanged, such as with participating providers and/or other interested parties.

It should be appreciated that the invention is not limited to use on the computer system as described thus far. For example, some users of the invention may operate the invention with more sophisticated computer equipment, such as a local area network utilizing an IBM mini or mainframe style computer system with multiple terminals and input and output devices.

It will be apparent to those skilled in the art that various modifications and variations can be made in the health and welfare benefit enrollment and billing system and method of the present invention without departing from the spirit or scope of the invention. Thus, it is intended that the present invention cover the modifications and variations of this invention provided they come within the scope of the appended claims and their equivalents.

What is claimed is:

1. A health and welfare benefit enrollment and billing system, comprising:

enrolling means for enrolling at least one person in at least one health and welfare benefit plan provided by at least

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one health and welfare benefit plan provider, said enrolling means including

means for recording an enrollment history for the at least one person, said enrollment history including a plurality of records, said plurality of records including one or more records identifying historical coverage options, a record identifying present coverage options, and one or more records identifying future coverage options, said means for recording being operative to generate a new record each time a modification is made to an enrollment;

means for determining whether the at least one person has met a prerequisite to being enrolled in a future coverage option in the at least one health and welfare benefit plan; and

means, responsive to said means for determining, for adding a record to said enrollment history that reflects that said prerequisite has been met; and

bill generating means for generating a bill for fees due to the at least one health and welfare benefit plan provider as a result of the enrollment of the at least one person in the at least one health and welfare benefit plan.

2. The system of claim 1, wherein the enrolling means and the billing means are integrated as a single computerized database management system.

3. The system of claim 1, wherein the enrolling means and the billing means are integrated as a plurality of interconnected computerized database management systems.

4. The system of claim 1, wherein the enrolling means includes:

enrollment form generating means for generating an enrollment form for enrolling the at least one person in any of a plurality of health and welfare benefit plans provided by a plurality of health and welfare benefit plan providers; and

receiving means for receiving the enrollment form when completed by the at least one person.

5. The system of claim 4, wherein the enrollment form, when completed by the at least one person, meets all enrollment application requirements of each of the plurality of health and welfare benefit plan providers.

6. The system of claim 4, wherein the enrollment form is individualized for the at least one person.

7. The system of claim 1, further comprising confirmation generating means for generating a confirmation of an enrollment status of the at least one employee.

8. The system of claim 7, wherein the confirmation is individualized for the at least one employee.

9. The system of claim 8, wherein the confirmation is further individualized for the at least one health and welfare benefit plan provider.

10. The system of claim 1, further comprising report generating means for generating at least one report desired by the at least one health and welfare benefit plan provider.

11. The system of claim 10, wherein the at least one report includes any one of a salary impact report, an imputed income report, an underwriter's exception report, and an employee census report.

12. The system of claim 10, wherein the at least one report is individualized for the at least one health and welfare benefit plan provider.

13. The system of claim 1, wherein the enrolling means includes means for creating a negative enrollment for the at least one person.

14. A health and welfare benefit enrollment and billing method, comprising the steps of:

entering data into one of a single computerized database management system and a plurality of interconnected computerized database management systems;

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enrolling at least one person in at least one health and welfare benefit plan provided by at least one health and welfare benefit plan provider in accordance with the data entered into the one of the single computerized database management system and the plurality of interconnected computerized database management systems, wherein the step of enrolling includes the step of recording an enrollment history for the at least one person, said enrollment history including a plurality of records, said plurality of records including one or more records identifying historical coverage options, a record identifying present coverage options, and one or more records identifying future coverage options, wherein the step of recording includes the step of generating a new record each time a modification is made to an enrollment;

determining whether the at least one person has met a prerequisite to being enrolled in a future coverage option in the at least one health and welfare benefit plan;

if it is determined that said prerequisite has been met, then adding a record to said enrollment history that reflects that said prerequisite has been met; and

generating a bill for fees due to the at least one health and welfare benefit plan provider as a result of the enrollment of the at least one person in the at least one health and welfare benefit plan in accordance with the data entered into the one of the single computerized database management system and the plurality of interconnected computerized database management systems.

15. The method of claim 14, wherein the step of enrolling the at least one person includes the steps of:

generating an enrollment form for enrolling the at least one person in any of a plurality of health and welfare benefit plans provided by a plurality of health and welfare benefit plan providers; and

receiving the enrollment form when completed by the at least one person.

16. The method of claim 15, wherein the enrollment form, when completed by the at least one person, meets all enrollment application requirements of each of the plurality of health and welfare benefit plan providers.

17. The method of claim 15, wherein the enrollment form is individualized for the at least one person.

18. The method of claim 14, further comprising the step of generating a confirmation of an enrollment status of the at least one employee.

19. The method of claim 18, wherein the confirmation is generated in accordance with the data entered into the one of the single computerized database management system and the plurality of interconnected computerized database management systems.

20. The method of claim 19, wherein the confirmation is individualized for the at least one employee.

21. The method of claim 20, wherein the confirmation is further individualized for the at least one health and welfare benefit plan provider.

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22. The method of claim 14, further comprising the step of generating at least one report desired by the at least one health and welfare benefit plan provider.

23. The method of claim 22, wherein the at least one report is generated in accordance with the data entered into the one of the single computerized database management system and the plurality of interconnected computerized database management systems.

24. The method of claim 23, wherein the at least one report includes any one of a salary impact report, an imputed income report, an underwriter's exception report, and an employee census report.

25. The method of claim 23, wherein the at least one report is individualized for the at least one health and welfare benefit plan provider.

26. The method of claim 14, wherein the step of enrolling the at least one person in the at least one health and welfare benefit plan includes the step of creating a negative enrollment for the at least one person.

27. The system of claim 1, wherein said prerequisite is evidence of insurability.

28. The method of claim 14, wherein said prerequisite is evidence of insurability.

29. A health and welfare benefit enrollment and billing method, comprising the steps of:

entering data into one of a single computerized database management system and a plurality of interconnected computerized database management systems;

enrolling at least one person in at least one health and welfare benefit plan provided by at least one health and welfare benefit plan provider in accordance with the data entered into the one of the single computerized database management system and the plurality of interconnected computerized database management systems, wherein the step of enrolling includes the step of recording an enrollment history for the at least one person, said enrollment history including a plurality of records, said plurality of records including one or more records identifying historical coverage options, a record identifying present coverage options, and one or more records identifying future coverage options, wherein the step of recording includes the step of generating a new record each time a modification is made to an enrollment;

determining whether the at least one person has met a prerequisite to being enrolled in a future coverage option in the at least one health and welfare benefit plan; and

if it is determined that said prerequisite has been met, then adding a record to said enrollment history that reflects that said prerequisite has been met.

30. The method of claim 29, wherein said prerequisite is evidence of insurability.

* * * * *



US006041313A

United States Patent [19][11] **Patent Number:** **6,041,313****Gilbert et al.**[45] **Date of Patent:** **Mar. 21, 2000**[54] **401K USER SOFTWARE**[75] Inventors: **James A. Gilbert**, 10600 Wilshire Blvd., #729, Los Angeles, Calif. 90024;
Manish Gupta, Beverly Hills, Calif.

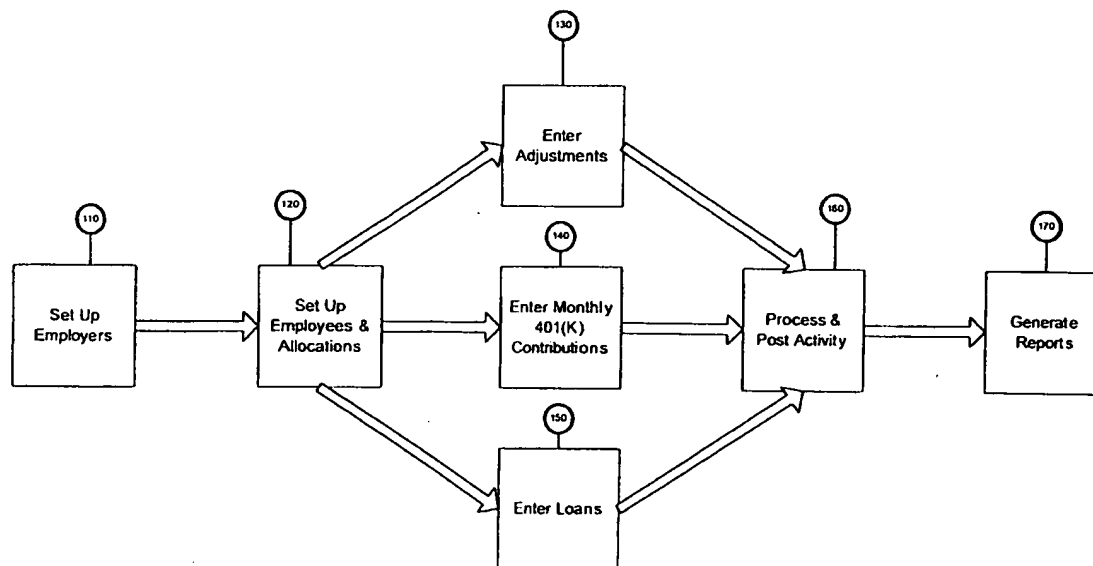
4,969,094	11/1990	Halley et al.	364/408
4,994,964	2/1991	Wolfberg et al.	364/408
5,095,429	3/1992	Harris et al.	364/408
5,132,899	7/1992	Fox	364/408
5,214,579	5/1993	Wolfberg et al.	364/408
5,227,967	7/1993	Bailey	364/408

[73] Assignee: **James A. Gilbert**, Los Angeles, Calif.[21] Appl. No.: **09/106,009**[22] Filed: **Jun. 29, 1998**[51] Int. Cl.⁷ **G06F 17/00**[52] U.S. Cl. **705/36**[58] Field of Search **705/36**[56] **References Cited****U.S. PATENT DOCUMENTS**

4,648,037	3/1987	Valentino	364/408
4,750,121	6/1988	Halley et al.	364/408
4,933,842	6/1990	Durbin et al.	364/408
4,953,085	8/1990	Atkins	364/408

Primary Examiner—Emanuel Todd Voeltz*Assistant Examiner*—Phillip Groutt*Attorney, Agent, or Firm*—Lacasse & Associates; Randy W. Lacasse[57] **ABSTRACT**

A computer-based 401(k) plan offers unlimited access to virtually all SEC-regulated investment options—with no restrictions on the number of mutual fund families or their investments that a company can choose for its plan. The system and method provide an end-user computer-based system with individualized accountability as opposed to prior art pooled systems.

31 Claims, 43 Drawing Sheets

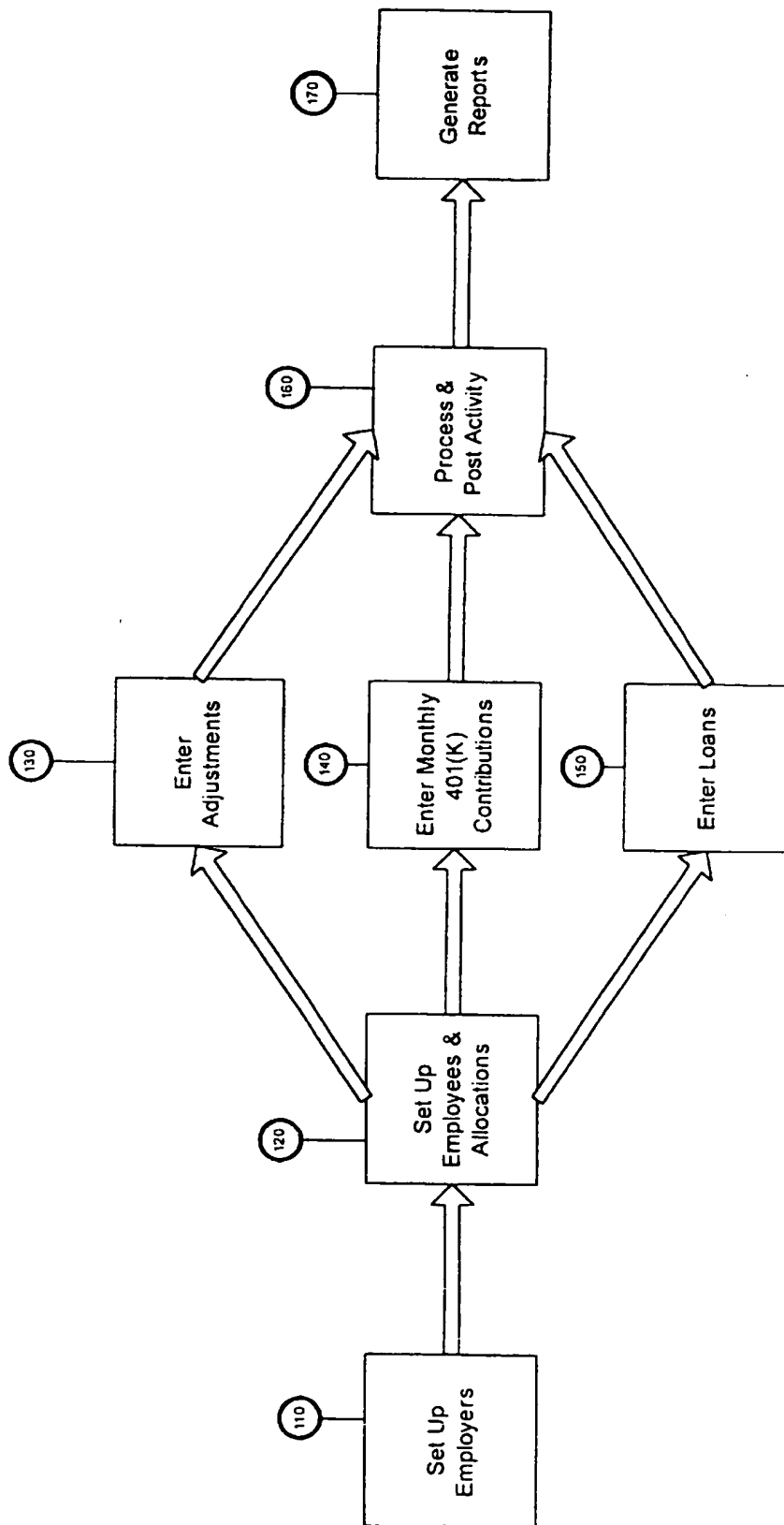


FIG. 1

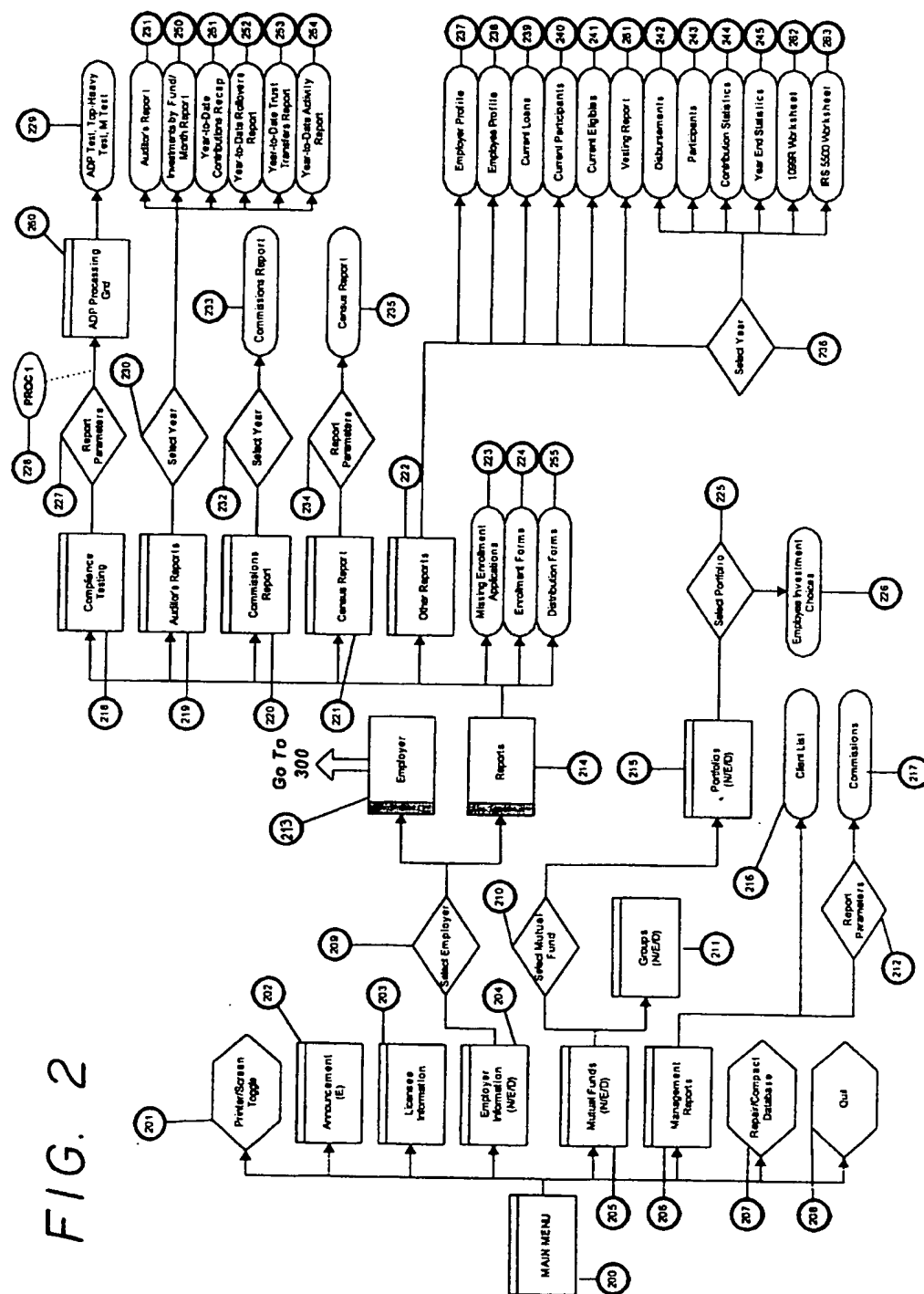
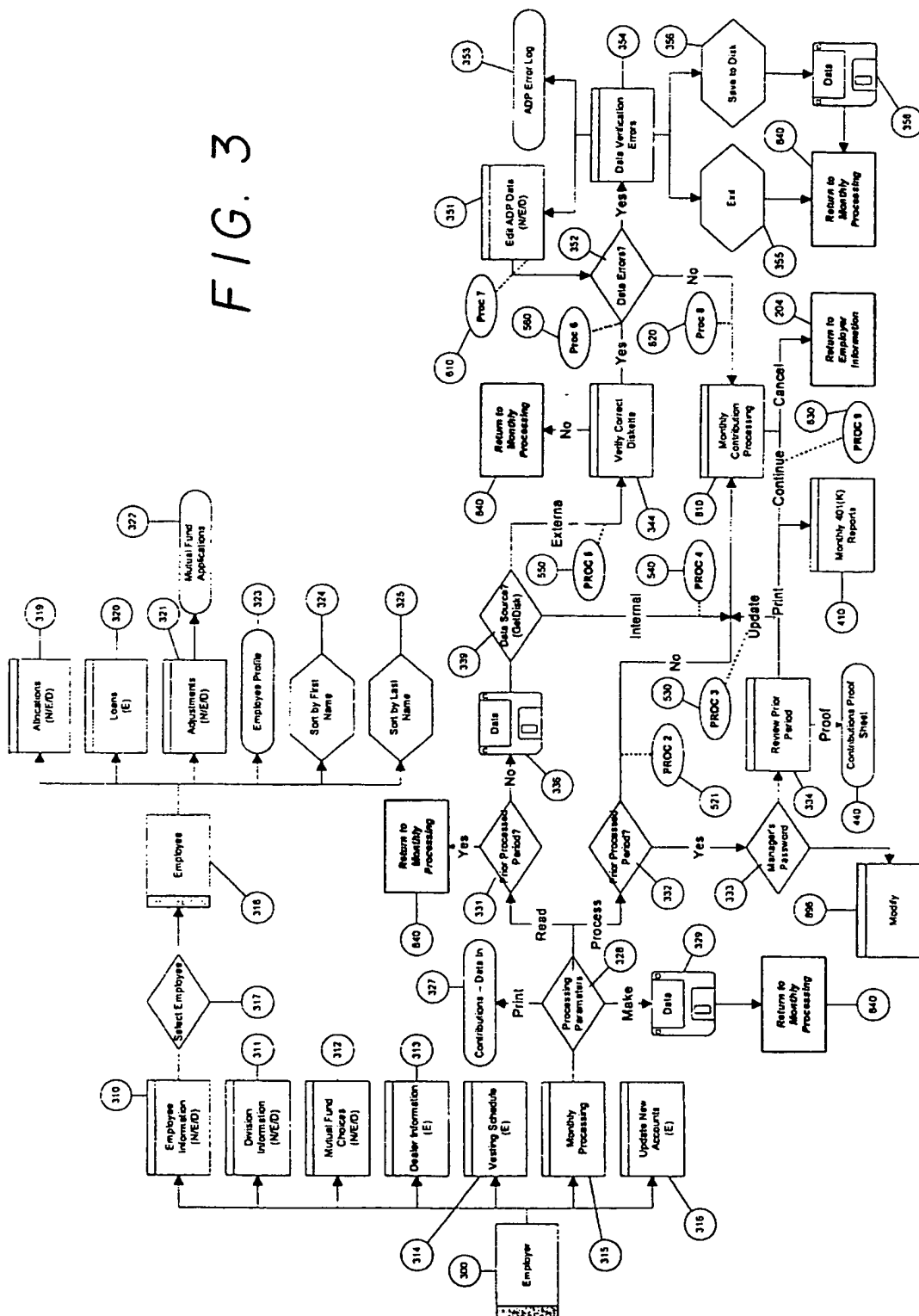


FIG. 3



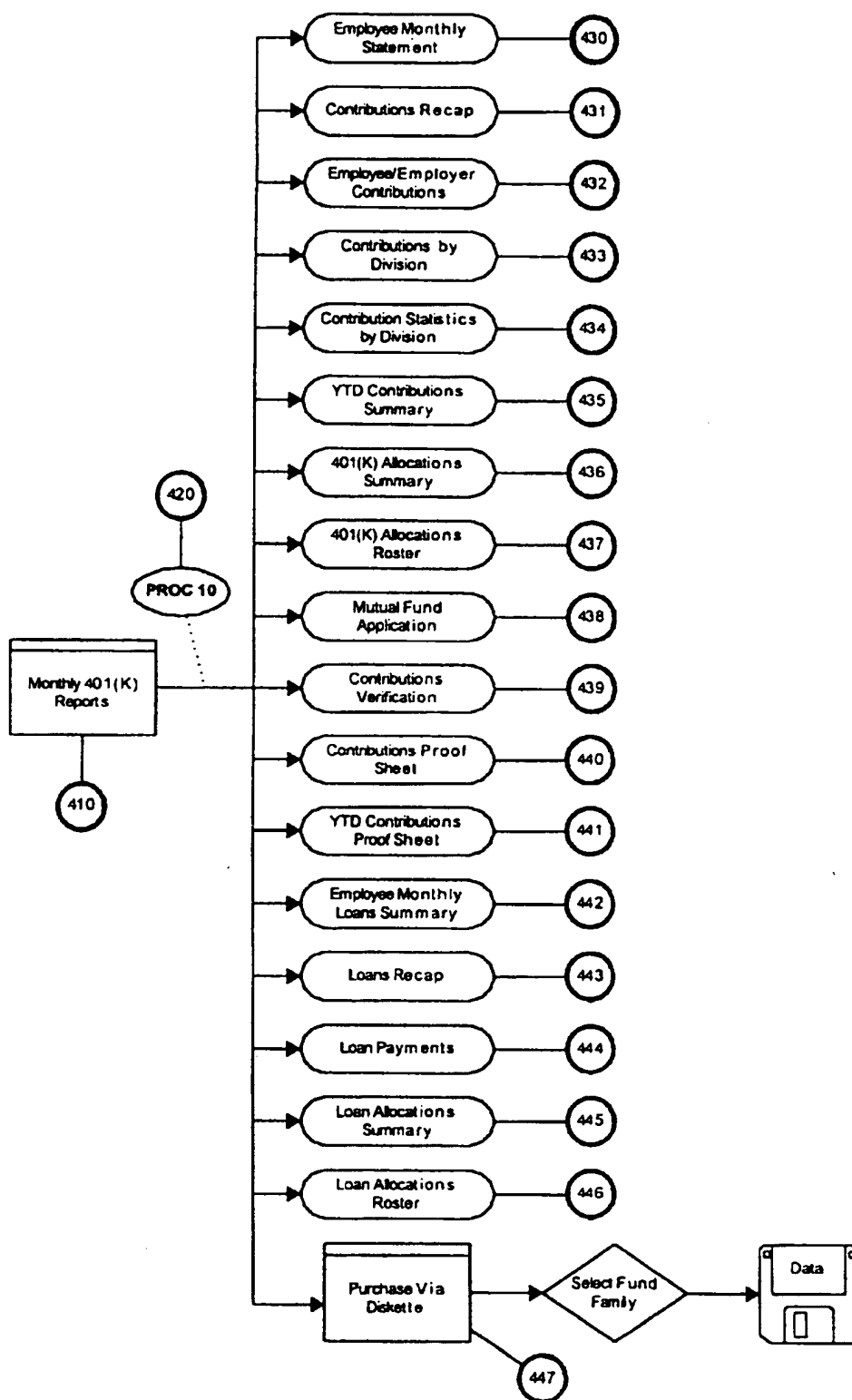
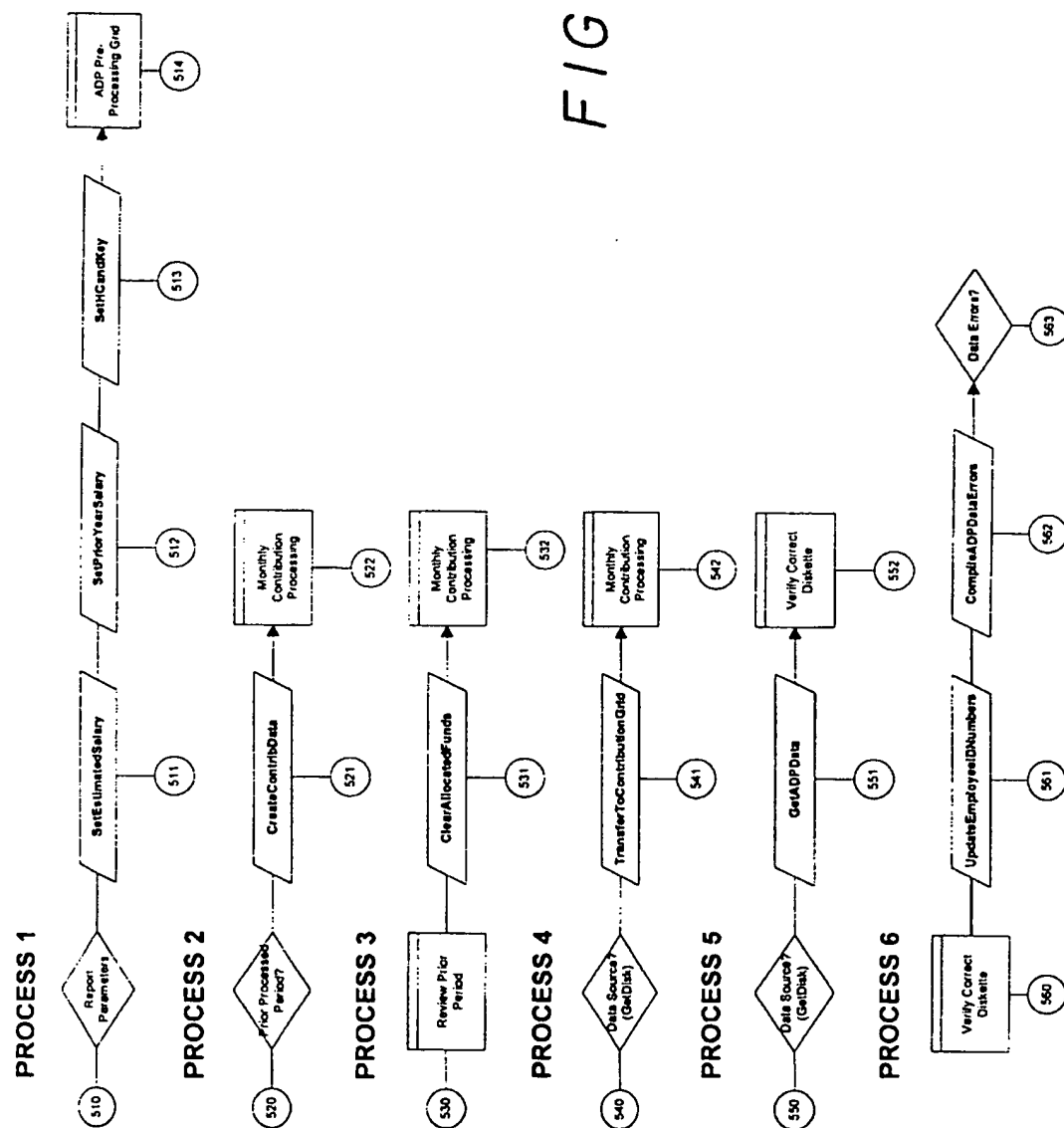


FIG. 4



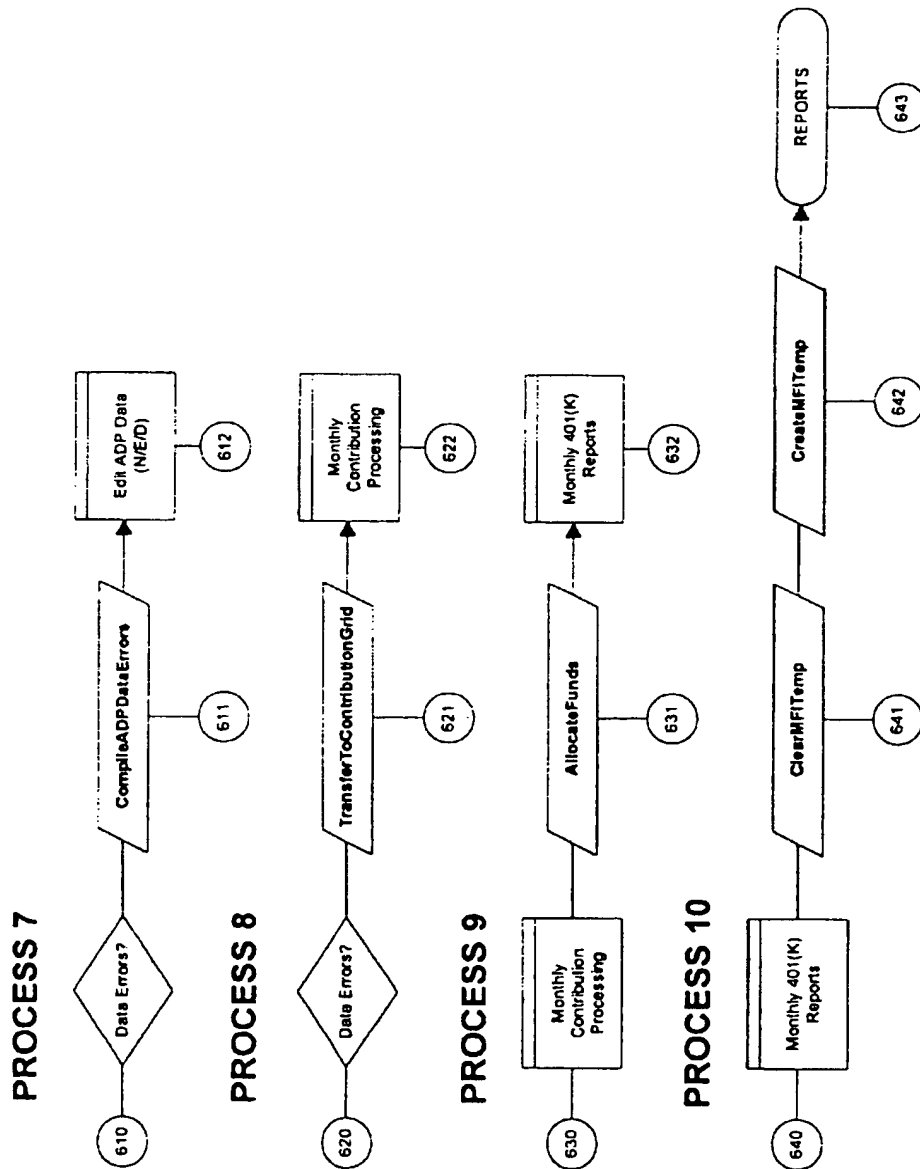
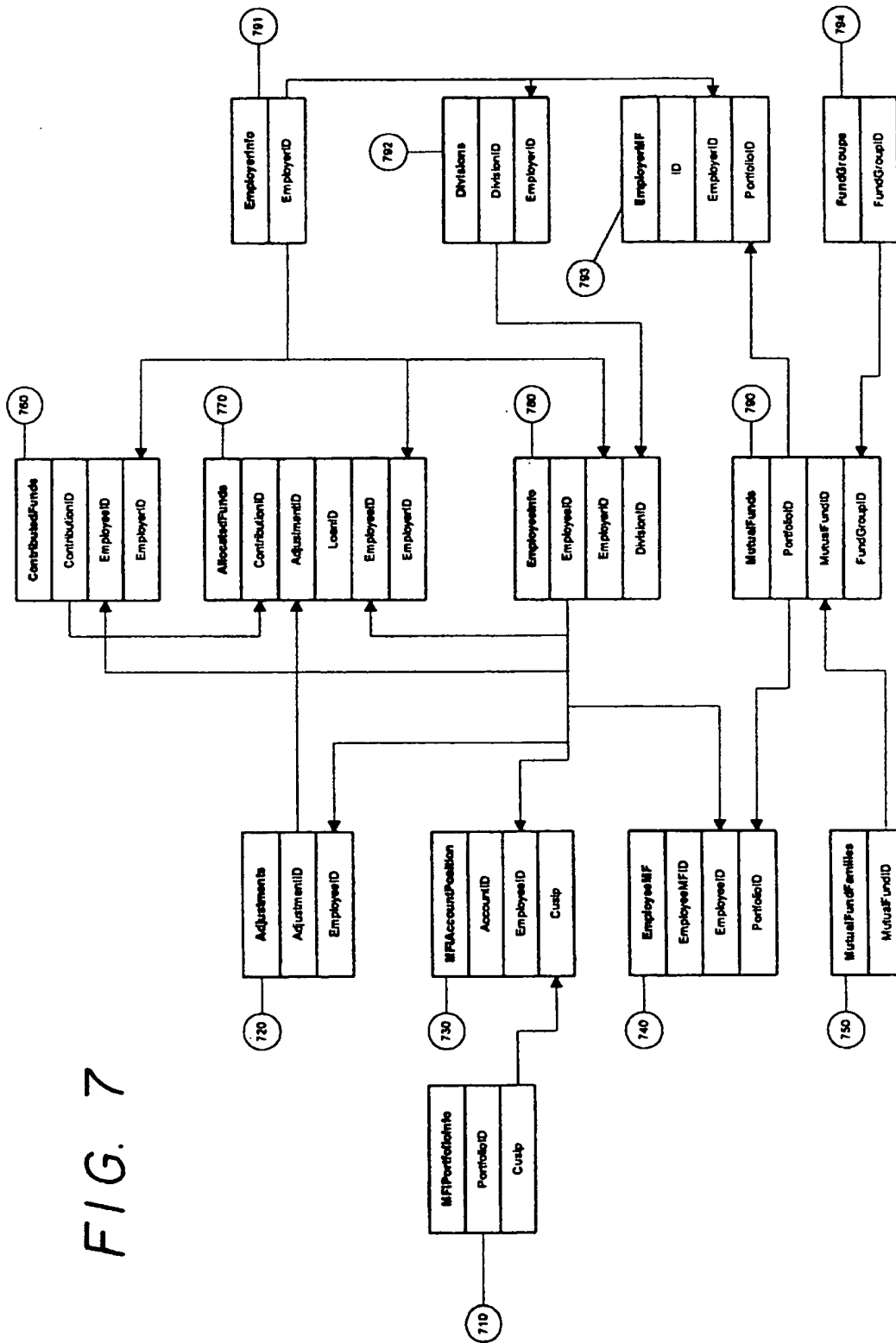
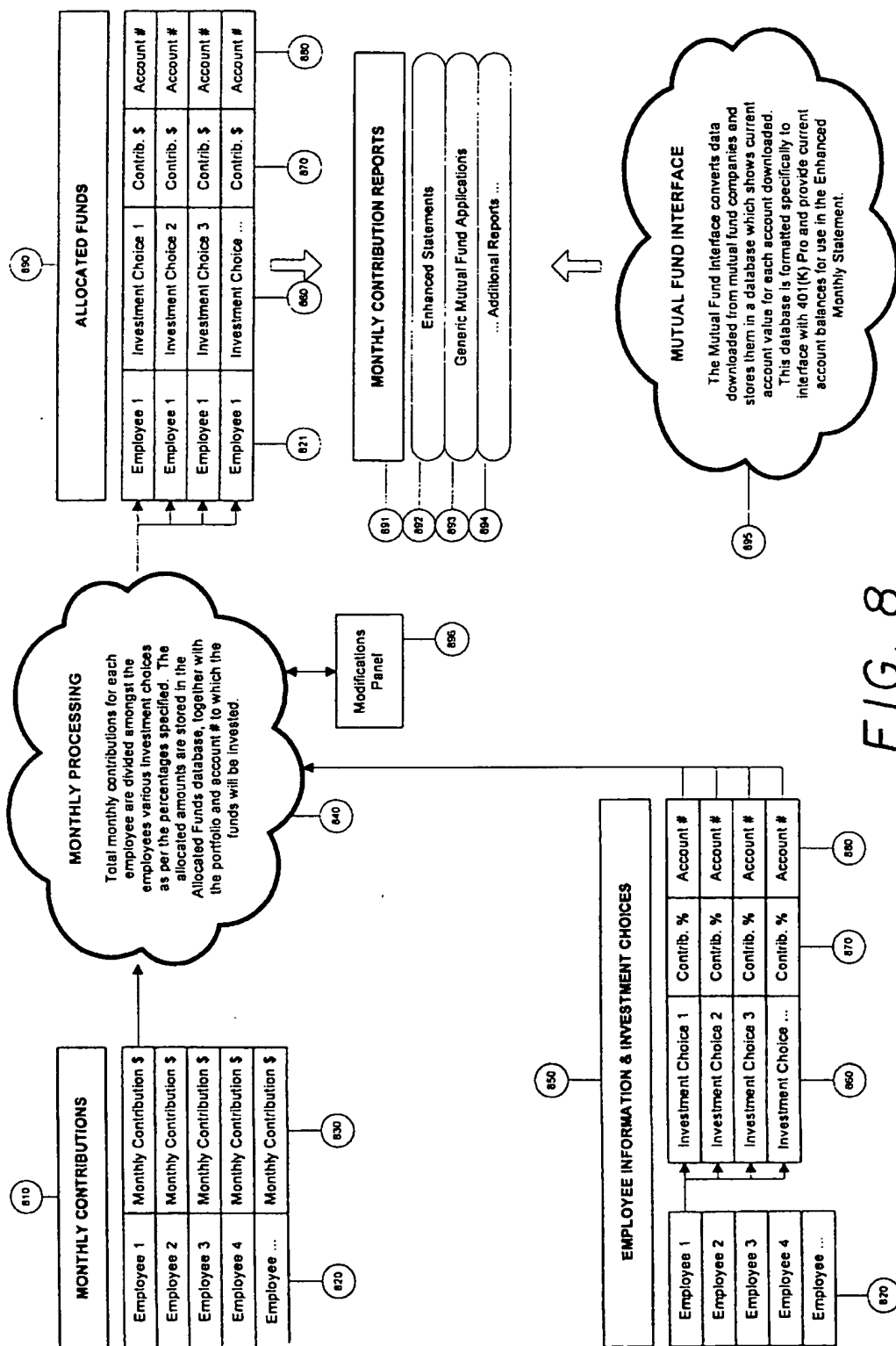


FIG. 6





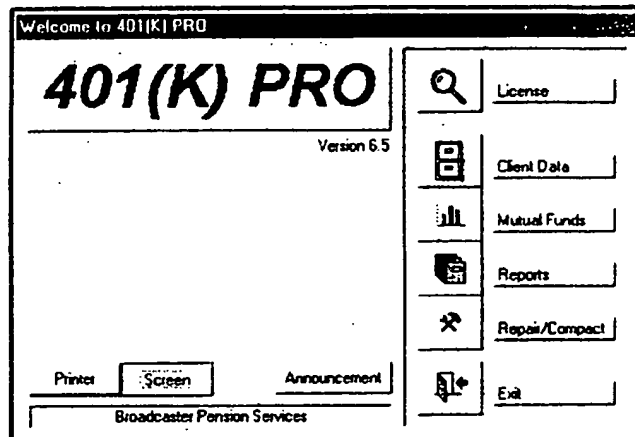


FIG. 9

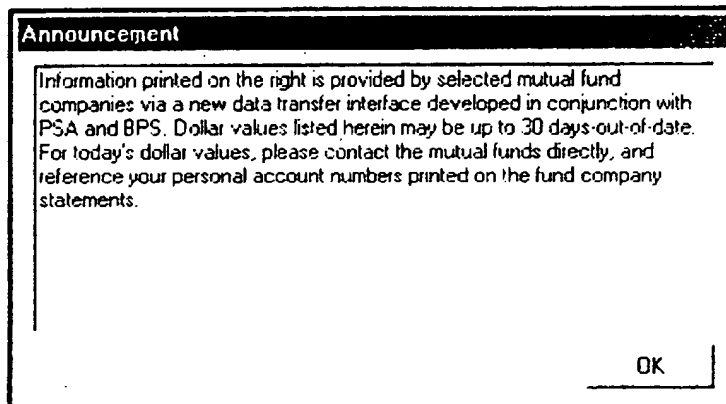


FIG. 10

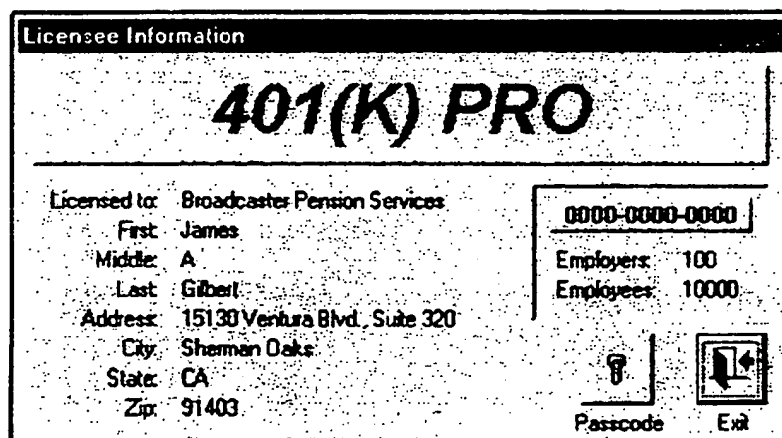


FIG. 11

FIG. 12

XYZ Company	Employer	XYZ Company		
	Contact	Mr. Kai	Palffy	
	Tax ID	12-3456789		
	Address	12345 Somewhere Ave.		
		Los Angeles	CA	90046
	Phone	(818) 123-4567	Fax	(818) 765-4321
	Courier			
	Employer Matching	<input checked="" type="checkbox"/>	Last Period	MAY 1998
	Enh. Statements	<input type="checkbox"/>	Processed	5/28/98
	Express Delivery	<input type="checkbox"/>		
Notes				

FIG. 13

Anderson, Paul	Name	Paul	Anderson
Askar, Ron I	Division		
Aung, Ye H	Soc Sec	888-88-8888	
Bakhtiyari, Zahra	VIP		
Balfourt, Gregory	Address		
Barkat, Tasnim	Phone		
Becker, Jack R	DOB	Joined	
Beever, Jennifer	Hired	Termin	
Bell, Noel E	Contrib		
Brown, Melanie	Notes		
Bui, Hal N	<input type="checkbox"/> Officer	<input type="checkbox"/> HC Relative	<input type="checkbox"/> 5% Owner
Bui, Van Khanh	<input checked="" type="checkbox"/> Eligible	<input type="checkbox"/> Participant	<input type="checkbox"/> 1% Owner
Burr-Knittle, Ruth	<input checked="" type="checkbox"/> No App		
Burres, Keith E	Est Salary	\$75,331.70	Vested
Caldwell, Jennifer D	Emp. ID	21692	???
Colello, Patricia S			
Crew, Teresa F			
Dang, Kevin			
Davis, Hai P			
Deckard, Phillip E			
DiBari, Samuel A			

XYZ Company		Jack R Becker
Allocations Updated On		03/29/95
Portfolio	%	Account #
Hancock Money Market Fund B	50%	0050973725814
Hancock Govt Income B	50%	0430973725841
	100%	




FIG. 14

XYZ Company	
Becker, Jack R	
Start Date	07/15/95
Principal Amount	\$27,000.00
Interest Rate (APR)	5.00%
Periods (Months)	120
Primary Residence	<input checked="" type="checkbox"/>
Amortized Monthly Payment	\$286.38
Desired Monthly Payment	\$286.38
Total Amortized Value	\$34,365.23
Total Payments	\$7,445.88
Balance Due	\$26,919.35
Clear	Exit

FIG. 15

Evergreen Media Corp.					Bennett Zier
Date	Period	Type	Portfolio	Amount	
07/11/97	1997.06	Rollover	Evergreen Money Market A	15,000.00	
07/11/97	1997.06	Rollover	MFS High-Income B	1,586.36	
07/11/97	1997.06	Rollover	MFS Large Cap Growth B	3,172.73	
07/11/97	1997.06	Rollover	MFS Emerging Growth B	3,172.73	
07/11/97	1997.06	Rollover	MFS Research B	4,759.12	
07/11/97	1997.06	Rollover	MFS World Equity B	3,172.73	
11/07/97	1997.07	Loan Distribution	Evergreen Money Market A	(15,139.33)	
New					Edit
Delete					MF Apps
					Exit

FIG. 16

EMPLOYEE CONTRIBUTION HISTORY

Printed On: 6/4/98

■ **Noel Bell**
 87 Lopez Rd
 Cedar Grove, NJ 07009

Post Date	Portfolio	Account #	Amount	Type
12/31/94	Historical Transfer	N/A	16,328.25	Employee Contribution
12/31/94	Historical Transfer	N/A	0.00	Employer Contribution
01/31/95	MFS Emerging Growth B	20781	905	144.42 Employee Contribution
01/31/95	MFS Total Return B	21581	908	192.56 Employee Contribution
01/31/95	Transamerica Growth & Inc B	01760	874	144.43 Employee Contribution
02/28/95	MFS Emerging Growth B	20781	905	138.63 Employee Contribution
02/28/95	MFS Total Return B	21581	908	184.84 Employee Contribution
02/28/95	Transamerica Growth & Inc B	01760	874	138.64 Employee Contribution
03/31/95	MFS Emerging Growth B	20781	905	136.32 Employee Contribution
03/31/95	MFS Total Return B	21581	908	181.75 Employee Contribution
03/31/95	Transamerica Growth & Inc B	01760	874	136.31 Employee Contribution
04/30/95	MFS Emerging Growth B	20781	905	137.62 Employee Contribution
04/30/95	MFS Total Return B	21581	908	183.49 Employee Contribution
04/30/95	Transamerica Growth & Inc B	01760	874	137.62 Employee Contribution
05/31/95	MFS Emerging Growth B	20781	905	126.81 Employee Contribution
05/31/95	MFS Total Return B	21581	908	169.07 Employee Contribution
05/31/95	Transamerica Growth & Inc B	01760	874	126.80 Employee Contribution
06/30/95	MFS Emerging Growth B	20781	905	118.67 Employee Contribution
06/30/95	MFS Total Return B	21581	908	158.24 Employee Contribution
06/30/95	Transamerica Growth & Inc B	01760	874	118.68 Employee Contribution
07/31/95	Hancock Freedom Regnl Bank B			140.71 Employee Contribution
07/31/95	Hancock Special Equities B			187.61 Employee Contribution
07/31/95	MFS Emerging Growth B	20781	905	140.71 Employee Contribution
08/31/95	Hancock Freedom Regnl Bank B		776	219.71 Employee Contribution
08/31/95	Hancock Special Equities B		775	292.94 Employee Contribution
08/31/95	MFS Emerging Growth B	20781	905	219.71 Employee Contribution
09/30/95	Hancock Freedom Regnl Bank B		776	145.34 Employee Contribution
09/30/95	Hancock Special Equities B		775	193.79 Employee Contribution
09/30/95	MFS Emerging Growth B	20781	905	145.35 Employee Contribution
10/31/95	Hancock Freedom Regnl Bank B		776	139.20 Employee Contribution
10/31/95	Hancock Special Equities B		775	185.60 Employee Contribution
10/31/95	MFS Emerging Growth B	20781	905	139.19 Employee Contribution

FIG. 17

FIG. 18

AM-FM		B.A.	
B.A.		MWL	
CORP		Ms. Cerdle Tucker	
EXTRAS		17 Hulfish Street	
K101		Princeton	
KDPC		NJ	
KKB		08543	
KSF			
KML			
KSKY			

Save

XYZ Company	
CO Reg Name: XYZ Company, Inc.	
Dealer Pension Service Associates Securities	
Home Office 15130 Ventura Boulevard, Suite 320	
Sherman Oaks CA 91403	
Branch Office	
Telephone (818) 501-4015	
NASD Rep Jim Gilbert	
Rep Number 115	
Trust Date 1/1/89	
Notes	

Save/Exit

FIG. 20

FIG. 19

Evergreen Media Corp	
Evergreen Balanced Fund B	
Evergreen Blue Chip B	
Evergreen Diversified Bond B	
Evergreen High Yield Bond B	
Evergreen International Growth B	
Evergreen Money Market A	
Evergreen Precious Metals B	
Evergreen Quality Bond B	
Evergreen Small Co. Growth B	
Evergreen Strategic Growth B	
Hancock Capital Growth B	
Hancock Disciplined Growth B	
Hancock Discovery B	

Portfolio

New Remove Edit

Hawkeye Pacific, Inc.

Vesting Basis: ☒ Calendar Year ☐ Anniversary Date

Vesting Schedule:

< 1 Year	0%
1 - 2 Years	20%
2 - 3 Years	40%
3 - 4 Years	60%
4 - 5 Years	80%
5 - 6 Years	100%
> 6 Years	100%

Save/Exit

FIG. 21

Evergreen Media Corp.

Received:

Processend:

floppy Drive: B:

Last Processed Period: MAR 1998

Process Period: APR 1998

Month: ☐ Jan ☐ Feb ☐ Mar ☒ Apr ☐ May ☐ Jun ☐ Jul ☐ Aug ☐ Sep ☐ Oct ☐ Nov ☐ Dec

Year: ☐ 199 ☐ 199 ☐ 1996 ☐ 1997 ☒ 199 ☐ 199

Process Print Make Read Exit

FIG. 22

EMPLOYEE/EMPLOYER CONTRIBUTIONS -- DATA IN

■ XYZ Company

■ JUNE 1 through JUNE 30, 1998

EMPLOYEE NAME	SOCIAL SECURITY NUMBER	VOLUNTARY EMPLOYEE CONTRIBUTION	EMPLOYER MATCHING CONTRIBUTION	W-2 COMPENSATION
Paul Anderson	888-88-8888	*** Non-Participant ***		\$ _____
Ron I Askar	000-00-0000	\$ _____	\$ _____	\$ _____
Ye H Aung	808-08-0808	\$ _____	\$ _____	\$ _____
Zahra Bakhtiyari	999-99-9999	*** Non-Participant ***		\$ _____
Gregory Balfourt	999-99-9999	*** Non-Participant ***		\$ _____
Tasnim Barkat	474-74-7474	*** Non-Participant ***		\$ _____
Noel E Bell	666-66-6666	\$ _____	\$ _____	\$ _____
Hal N Bui	444-44-4444	*** Non-Participant ***		\$ _____
Van Khanh Bui	777-77-7777	\$ _____	\$ _____	\$ _____
Ruth Burr-Knittle	242-42-4242	\$ _____	\$ _____	\$ _____
Jennifer D Caldwell	414-14-1414	\$ _____	\$ _____	\$ _____
Patricia S Colello	000-00-0000	*** Non-Participant ***		\$ _____
Teresa F Crew	161-61-6161	\$ _____	\$ _____	\$ _____
Kevin Dang	777-77-7777	\$ _____	\$ _____	\$ _____
Hai P Davis	222-22-2222	\$ _____	\$ _____	\$ _____
Phillip E Deckard	464-64-6464	*** Non-Participant ***		\$ _____
Samuel A DiBari	222-22-2222	\$ _____	\$ _____	\$ _____
Kevin T Dinh	707-07-0707	\$ _____	\$ _____	\$ _____
Trieu V Dinh	606-06-0606	\$ _____	\$ _____	\$ _____
Dominic E Fortino	181-81-8181	\$ _____	\$ _____	\$ _____
Ajay V Garg	222-22-2222	*** Non-Participant ***		\$ _____
Julie L Gaukel	141-41-4141	\$ _____	\$ _____	\$ _____

FIG. 23

Evergreen Media Corp. March 1998

Contribution	Matching	D.D.O	Salary
285,102.78			9,839,644.38

Update Reports

Exit

FIG. 24

Evergreen Media Corp. March 1998

☐ Employee Monthly Statement for []

☐ Employee Monthly Statement CA

☐ Contributors Recap

☐ Employee/Employer Contribution

☐ Contributions by Division

☐ Contribution Statistics by Division

☐ YTD Contributions Summary

☐ Employee Monthly Loan Summary

☐ Loans Recap

☐ Loan Payments

☐ Prompt before each report

☐ 401(k) Allocations Summary

☐ 401(k) Allocations Roster

☐ Mutual Fund Applications

☐ Contributions Verification

☐ Contributions Proof Sheet

☐ YTD Contributions Proof Sheet

☐ Loan Allocations Summary

☐ Loan Allocations Roster

Printer []

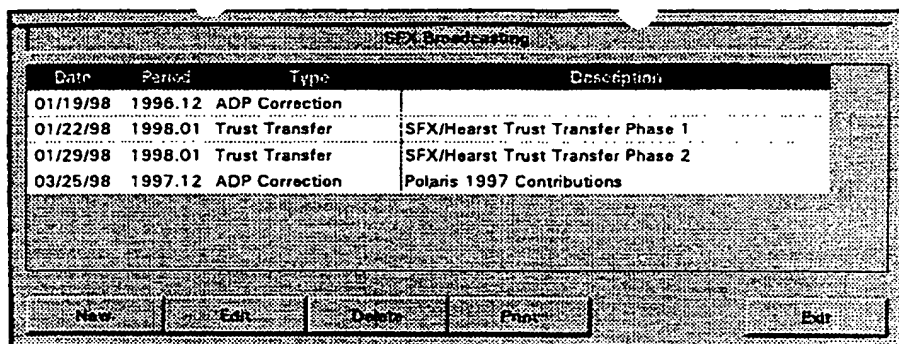
Print Disk

Exit

FIG. 25

Evergreen Media Corp.		
Employee	Pentolin	Account #
Tools, Carlin L	Hancock Global Fund B	
Williamson, Angelina A	Hancock Global Fund B	
Deller, Edward J	Hancock Global Fund B	
Dugan, Edward J	Hancock International B	
Williamson, Angelina A	Hancock Pacific Basin Equities B	
Globe, Edward C	Hancock Regional Bank B	
Michel, Tom R	Hancock Regional Bank B	
Dugan, Edward J	Hancock Regional Bank B	
Tools, Carlin L	Hancock Sovereign Bond B	
Dugan, Edward J	Hancock Sovereign Bond B	
Spencer, Dawn A	Hancock Special Equities B	
Dugan, Edward J	Hancock Special Equities B	
Michel, Tom R	Hancock Special Equities B	
Adelman, Jessica A	Evergreen Quality Bond B	
Byrd, Marla L	Evergreen Diversified Bond B	
Ciambriello, Shaileen Rensh	Evergreen Balanced Fund B	
Smith, Hoyt A	Evergreen Blue Chip B	
Mack, Jr., Richard P	Evergreen Blue Chip B	
Tools, Carlin L	Evergreen Blue Chip B	
Meade, Vicki	MFS Large Cap Growth B	
Christian, Carole Galloway	MFS Large Cap Growth B	
Tedesco, Angel M	MFS Large Cap Growth B	
Ciambriello, Shaileen Rensh	MFS Large Cap Growth B	
Cooper, Joseph G	MFS Large Cap Growth B	
Dallman, Louis J	MFS Large Cap Growth B	
Price, Laura R	MFS Large Cap Growth B	
Tedesco, Angel M	MFS Emerging Growth B	
Price, Laura R	MFS Emerging Growth B	
Ciambriello, Shaileen Rensh	MFS Emerging Growth B	
Michel, Tom R	MFS Emerging Growth B	
Smith, Hoyt A	MFS Emerging Growth B	
Johnson, Fredricka L	MFS Emerging Growth B	
Meade, Vicki	MFS Emerging Growth B	
Deller, Edward J	MFS Government Ltd Maturity B	
Dallman, Louis J	MFS Research B	
Tedesco, Angel M	MFS Research B	
Smith, Hoyt A	MFS Research B	
Tools, Carlin L	MFS Research B	
Deller, Edward J	MFS Research B	
Cooper, Joseph G	MFS Research B	
Meade, Vicki	MFS Research B	
Spencer, Dawn A	MFS Capital Opportunities B	
Dallman, Louis J	MFS World Equity B	
Tedesco, Angel M	MFS World Equity B	
Christian, Carole Galloway	MFS World Equity B	
Deller, Edward J	MFS World Growth B	
Johnson, Kurt J	MFS World Growth B	
Smith, Hoyt A	MFS World Total Return B	
Spencer, Dawn A	Putnam Fund for Grth & Inc B	
Edmunds, Nancy Y	Putnam Global Growth B	

FIG. 26



The screenshot shows a window titled "SFX Broadcasting". It contains a table with four columns: Date, Period, Type, and Description. The table lists four transactions. Below the table are buttons for New, Edit, Delete, Print, and Exit.

Date	Period	Type	Description
01/19/98	1996.12	ADP Correction	
01/22/98	1998.01	Trust Transfer	SFX/Hearst Trust Transfer Phase 1
01/29/98	1998.01	Trust Transfer	SFX/Hearst Trust Transfer Phase 2
03/25/98	1997.12	ADP Correction	Polaris 1997 Contributions

FIG. 27

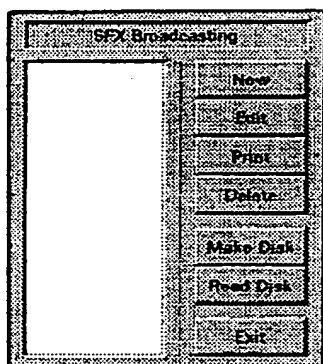


FIG. 28

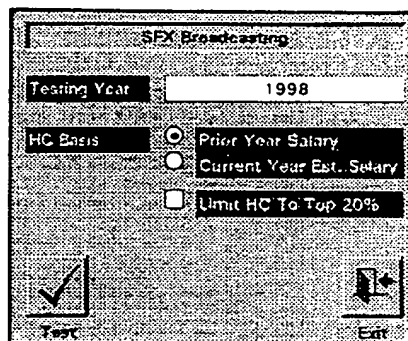


FIG. 29

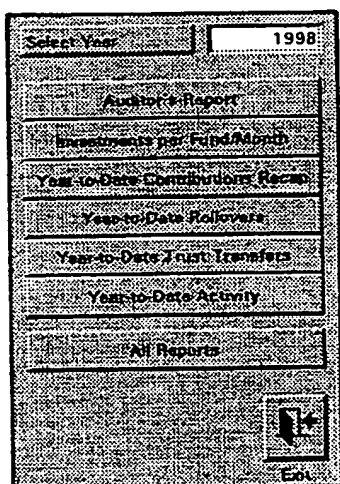


FIG. 30

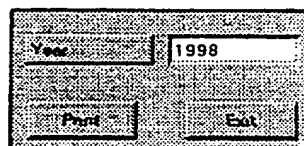


FIG. 31

Evergreen Media Corp.

Please select options for the Census Report:

<input checked="" type="radio"/> All Employees	<input type="radio"/> No Enroll. App.
<input type="radio"/> Eligibles	<input type="radio"/> Terminated
<input type="radio"/> Non-Eligibles	

<input checked="" type="radio"/> All Divisions	
<input type="radio"/> Single Division	<input type="text"/>

FIG. 32

Evergreen Media Corp.

<input type="checkbox"/> Employer Profile	
<input type="checkbox"/> Employee Profiles	
<input type="checkbox"/> Current Loans	
<input type="checkbox"/> Current Participants	
<input type="checkbox"/> Current Eligibles	
<input type="checkbox"/> Disbursements During Year	1997
<input type="checkbox"/> Participants During Year	1997
<input type="checkbox"/> Contribution Stat. for Year	1998
<input type="checkbox"/> Year End Statistics	1998
<input type="checkbox"/> Prompt before each report	

FIG. 33

MISSING ENROLLMENT APPLICATIONS

■ XYZ Company
 12345 Somewhere Ave.
 Los Angeles, CA 90046

Contact: Mr. Kai Palfy
 Telephone: (818) 123-4567
 Facsimile: (818) 765-4321

The following eligible employees have not submitted an enrollment application

Employee Name	Division	Social Security Number
Paul Anderson		888-88-8888
Zahra Bakhiyari		989-99-9999
Gregory Balfoort		999-99-9999
Tashim Barkat		474-74-7474
Hal N Bui		444-44-4444
Patricia S Colello		000-00-0000
Ajay V Garg		222-22-2222
Neeta R Gorania		555-55-5555
Reginald Odigie		333-33-3333
Norma Perales		111-11-1111
Suresh Pradhan		666-66-6666
Kimberly S Thompson		222-22-2222
Zohreh Torabian		222-22-2222

FIG. 34

The screenshot shows a window titled "Evergreen Media Corp." with three radio button options: "Participants", "Non-Participants", and "All Employees". The "Participants" option is selected. Below the options is a "Print" button. In the top right corner, there is an "Exit" button.

FIG. 35

401(K) CONTRIBUTION REPORT

Company: XYZ Company Division: Employee: Jennifer D Caldwell	May 31, 1998
Social Security #: 414-14-1414	

You have chosen to allocate contributions to your 401(K) account among the following:		CURRENT ACCOUNT ACTIVITY			
		Period	Post Date	Employee Contribution Amount	Employer Contribution Amount
Hancock Regional Bank B	50%	Jan	01-31-98	\$ 500.00	\$ 150.00
Hancock Special Equities B	50%	Feb	02-28-98	500.00	150.00
		Mar	03-31-98	500.00	150.00
		Apr	04-30-98	500.00	150.00
		May	05-31-98	500.00	150.00
		Jun	--	--	--
		Jul	--	--	--
		Aug	--	--	--
		Sep	--	--	--
		Oct	--	--	--
		Nov	--	--	--
		Dec	--	--	--
Pre-Tax Contribution Percentage					
Vested Percentage	#Name?				
IMPORTANT					
Do not contact the mutual funds directly to make changes in your 401(K) investment account(s). Government regulations require that all changes in investment allocations, withdrawals, contributions and address of record be handled only through your employer. Changes in your 401(K) mutual fund account(s) not authorized by your employer can result in disqualification of the tax benefits of your contributions. It is the employee-participant's responsibility to periodically review his or her 401(K) accounts to verify contributions and investment selections.					
		total year-to-date contributions:		\$ 2,500.00	\$ 750.00

HISTORICAL ACCOUNT SUMMARY

Total Employee Contributions (inception-to-date)	\$	5,390.63
Total Employer Contributions (inception-to-date)	\$	1,482.19
Total Rollovers (inception-to-date)	\$	0.00
Total Trust-to-Trust Transfers (inception-to-date)	\$	0.00
Total Adjustments (inception-to-date)	\$	0.00

FIG. 36

401(K) CONTRIBUTIONS RECAP -- DATA OUT

■ XYZ Company

■ As of May 31, 1998

	EMPLOYEE CONTRIBUTIONS	EMPLOYER CONTRIBUTIONS	TOTAL CONTRIBUTIONS
01/31/98	14,358.81	1,599.89	15,958.70
02/28/98	14,755.23	2,310.60	17,065.83
03/31/98	15,838.17	2,579.53	18,417.70
04/30/98	15,228.96	3,589.90	18,818.86
05/31/98	16,883.07	4,039.81	20,922.88
06/30/98	--	--	---
07/31/98	--	--	---
08/31/98	--	--	---
09/30/98	--	--	---
10/31/98	--	--	---
11/30/98	--	--	---
12/31/98	--	--	---
YEAR-TO-DATE TOTALS	<u>77,064.24</u>	<u>14,119.73</u>	<u>91,183.97</u>

FIG. 37

EMPLOYEE/EMPLOYER CONTRIBUTIONS -- DATA OUT

■ XYZ Company

■ For the period ending May 31, 1998

Contribution data was received on 5/26/98 and processed on 5/28/98

EMPLOYEE NAME	SOCIAL SECURITY NUMBER	VOLUNTARY EMPLOYEE CONTRIBUTION	EMPLOYER MATCHING CONTRIBUTION	W-2 COMPENSATION
Paul Anderson	888-88-8888	0.00	0.00	5,176.68
Ron I Askar	000-00-0000	256.56	76.97	2,850.68
Ye H Aung	808-08-0808	300.00	90.00	2,916.68
Zahra Bakhtiyari	999-99-9999	0.00	0.00	2,500.00
Gregory Balfoort	999-99-9999	0.00	0.00	4,166.68
Tasnim Barkat	474-74-7474	0.00	0.00	3,100.68
Noel E Bell	666-66-6666	1,333.69	0.00	19,052.78
Hal N Bui	444-44-4444	0.00	0.00	2,267.34
Van Khanh Bui	777-77-7777	400.00	120.00	2,666.68
Ruth Burr-Knittle	242-42-4242	326.31	233.84	4,661.55
Jennifer D Caldwell	414-14-1414	500.00	150.00	3,633.34
Patricia S Colello	000-00-0000	0.00	0.00	3,017.34
Teresa F Crew	161-61-6161	665.96	499.79	4,439.68
Kevin Dang	777-77-7777	400.00	120.00	2,666.68
Hai P Davis	222-22-2222	410.06	344.45	4,100.68
Phillip E Deckard	464-64-6464	0.00	0.00	2,500.00
Samuel A DiBari	222-22-2222	81.26	39.81	4,062.50
Kevin T Dinh	707-07-0707	184.20	149.36	3,684.00
Trieu V Dinh	606-06-0606	578.13	232.26	3,854.17
Dominic E Fortino	181-81-8181	1,089.63	340.27	10,896.25
Ajay V Garg	222-22-2222	0.00	0.00	3,626.68
Julie L Gaukel	141-41-4141	713.52	111.44	7,135.13
Brian G Gehl	333-33-3333	34.12	30.72	487.50
Jeff P Gehl	484-84-8484	34.12	30.72	487.50
Patricia A Gehl	676-76-7676	0.00	0.00	2,319.96
Patrick P Gehl	454-54-5454	981.76	0.00	19,635.00
Kevin S Gniadek	787-87-8787	0.00	0.00	4,664.18
Neeta R Gorania	555-55-5555	0.00	0.00	1,875.00
Olga Gorelik	777-77-7777	0.00	0.00	0.00
Dennis M Griffith	111-11-1111	166.67	0.00	3,974.37
James C Harvey	252-52-5252	163.36	129.21	3,267.34
Brian K Ingarfill	353-53-5353	918.08	0.00	6,120.54

FIG. 38

CONTRIBUTIONS BY DIVISION - DATA OUT

■ Evergreen Media Corp.

■ For the period ending March 31, 1998

DIVISION	PAYROLL CODE	TOTAL EMPLOYEE CONTRIBUTIONS	TOTAL EMPLOYER MATCHING	TOTAL MONTHLY EARNINGS
(Unassigned)		\$0.00	\$0.00	\$0.00
AM-FM	7VT	\$0.00	\$0.00	\$253,615.55
B.A.	MWL	\$4,669.30	\$0.00	\$116,786.30
CORP	VPT	\$12,873.35	\$0.00	12,684,395.19
EXTRAS		\$1,060.31	\$0.00	\$0.00
K101	KGQ	\$9,762.98	\$0.00	\$219,188.92
KKBT	WWP	\$9,237.86	\$0.00	\$500,084.14
KKSF	7BV	\$12,737.80	\$0.00	\$265,486.03
KMEL	GKW	\$12,439.80	\$0.00	\$242,381.14
KSKY	NCQ	\$0.00	\$0.00	\$13,033.20
KTRH / KLOL	HXX	\$32,082.16	\$0.00	\$960,312.83
KYLD	NMX	\$11,445.44	\$0.00	\$168,898.60
WEDR	6RT	\$3,393.30	\$0.00	\$124,911.75
WGAY	NRJ	\$9,528.09	\$0.00	\$222,062.85
WJJZ	MWE	\$7,753.94	\$0.00	\$205,951.90
WJLB	6RQ	\$4,480.72	\$0.00	\$167,151.23
WJMN / WXKS	MWG	\$31,486.76	\$0.00	\$614,374.07
WKQI	NCN	\$10,549.53	\$0.00	\$163,663.76
WKTU	LUN	\$18,847.86	\$0.00	\$568,878.48
WLUP / WMVP	VPU	\$8,711.86	\$0.00	\$346,979.81
WMXD	6RS	\$4,788.77	\$0.00	\$167,774.79
WNIC / WDOZ	NCP	\$15,874.87	\$0.00	\$395,754.90
WNUA	MWC	\$11,424.60	\$0.00	\$284,469.40
WRCX	HZP	\$10,094.49	\$0.00	\$216,867.15
WTOP / WASH	GKV	\$8,671.19	\$0.00	\$181,179.67
WVAZ	LUT	\$13,670.20	\$0.00	\$268,728.74
WVCG	VPS	\$840.00	\$0.00	\$21,409.88
WWRC	NRH	\$517.20	\$0.00	\$33,417.09
WWWW / WDFN	NET	\$11,458.43	\$0.00	\$240,747.11
WYXR	MWD	\$6,701.97	\$0.00	\$191,139.90
All Divisions		\$285,102.78	\$0.00	19,839,644.38

FIG. 39

YEAR-TO-DATE CONTRIBUTION STATISTICS

■ Evergreen Media Corp.

■ As of March 31, 1998

■ Eligible Employees Only

DIVISION	PARTICIPANTS	NON PARTICIPANTS	AVERAGE MONTHLY CONTRIBUTION PERCENTAGE	AVERAGE MONTHLY CONTRIBUTION AMOUNT	PERCENTAGE OF PARTICIPATION
AM-FM	1	32	0.0%	\$0.00	3%
B.A.	13	4	5.3%	\$534.91	76%
CORP	15	27	3.5%	1,154.30	36%
EXTRAS	6	0	64.0%	\$525.17	100%
K101	13	28	9.8%	\$922.67	33%
KKBT	10	20	6.8%	\$973.06	33%
KKSF	20	16	9.9%	\$755.18	56%
KMEL	21	16	6.9%	\$604.14	57%
KSKY	0	4	0.0%	\$0.00	0%
KTRH / KLOL	43	47	7.6%	\$668.59	48%
KYLD	17	16	10.0%	\$814.78	52%
WEDR	16	14	4.1%	\$224.52	53%
WGAY	16	11	7.6%	\$630.71	59%
WJJZ	14	12	6.6%	\$577.39	54%
WJLB	13	21	6.3%	\$395.75	38%
WJMN / WXKS	50	32	7.8%	\$678.68	61%
WKQI	18	13	9.3%	\$756.47	58%
WKTU	28	15	7.0%	\$590.08	65%
WLUP / WMVP	20	46	8.2%	\$517.46	30%
WMXD	17	14	5.8%	\$481.84	55%
WNIC / WDOZ	27	9	8.8%	\$749.55	75%
WNUA	20	17	10.6%	\$742.34	54%
WRCX	17	25	7.7%	\$627.15	40%
WRFX / WFNZ	0	1	0.0%	\$0.00	0%
WTOP / WASH	39	40	8.8%	\$244.29	49%
WVAZ	22	23	7.1%	\$623.89	49%
WVCG	1	4	10.7%	\$980.00	20%
WWRC	2	9	11.5%	\$328.15	18%
WWW / WDFN	25	41	9.5%	\$545.82	38%
WYXR	17	24	6.5%	\$407.58	41%
All Divisions (weighted)	521	579	7.9%	\$614.59	47%

FIG. 40

YEAR-TO-DATE CONTRIBUTIONS SUMMARY -- DATA OUT

■ XYZ Company

■ As of May 31, 1998

EMPLOYEE NAME	SOCIAL SECURITY NUMBER	YEAR-TO-DATE VOLUNTARY EMPLOYEE CONTRIBUTION	YEAR-TO-DATE EMPLOYER MATCHING CONTRIBUTION	YEAR-TO-DATE W-2 COMPENSATION
Paul Anderson	888-88-8888	0.00	0.00	16,876.53
Ron I Askar	000-00-0000	1,305.30	391.60	14,503.40
Ye H Aung	808-08-0808	1,500.00	450.00	14,970.90
Zahra Bakhtiyari	999-99-9999	0.00	0.00	12,500.00
Gregory Balfoort	999-99-9999	0.00	0.00	11,333.24
Tasnim Barkat	474-74-7474	0.00	0.00	15,036.72
Noel E Bell	666-66-6666	3,378.20	0.00	48,260.09
Hal N Bui	444-44-4444	0.00	0.00	11,534.70
Van Khanh Bui	777-77-7777	2,000.00	600.00	13,333.40
Ruth Burr-Knittle	242-42-4242	1,727.61	797.22	24,679.87
Jennifer D Caldwell	414-14-1414	2,500.00	750.00	17,916.70
Patricia S Colello	000-00-0000	0.00	0.00	15,086.70
Teresa F Crew	161-61-6161	3,544.42	1,613.33	23,629.25
Kevin Dang	777-77-7777	1,200.00	360.00	8,000.04
Hai P Davis	222-22-2222	2,050.30	1,429.57	20,503.40
Phillip E Deckard	464-64-6464	0.00	0.00	12,500.00
Samuel A DiBari	222-22-2222	426.30	39.81	21,312.50
Kevin T Dinh	707-07-0707	921.00	527.40	18,420.00
Trieu V Dinh	606-06-0606	1,245.67	541.45	18,687.53
Dominic E Fortino	181-81-8181	4,058.28	849.12	40,582.59
Ajay V Garg	222-22-2222	0.00	0.00	3,626.68
Julie L Gaukel	141-41-4141	2,467.80	297.52	27,707.43
Brian G Gehl	333-33-3333	170.60	112.64	2,437.50
Jeff P Gehl	484-84-8484	170.60	112.64	2,437.50
Patricia A Gehl	676-76-7676	0.00	0.00	9,174.90
Patrick P Gehl	454-54-5454	4,908.80	0.00	98,175.00
Kevin S Gniadek	787-87-8787	0.00	0.00	31,771.25
Neeta R Gorania	555-55-5555	0.00	0.00	5,798.08
Olga Gorelik	777-77-7777	0.00	0.00	0.00
Dennis M Griffith	111-11-1111	166.67	0.00	3,974.37
James C Harvey	252-52-5252	816.80	471.05	16,336.70

FIG. 41

401(K) LOAN PAYMENT REPORT

Company: XYZ Company Division: Employee: Ruth Burr-Knittle	May 31, 1998
Social Security #: 242-42-4242	

You have chosen to allocate loan payments to your 401(K) account among the following: <div style="display: flex; justify-content: space-between;"> <div>Hancock Regional Bank B</div> <div>35%</div> </div> <div style="display: flex; justify-content: space-between;"> <div>Evergreen Small Company Growth B</div> <div>30%</div> </div> <div style="display: flex; justify-content: space-between;"> <div>MFS Emerging Growth B</div> <div>35%</div> </div>		CURRENT ACCOUNT ACTIVITY		
		Period	Post Date	Post-tax Loan Payment Amount
IMPORTANT Do not contact the mutual funds directly to make changes in your 401(K) investment account(s). Government regulations require that all changes in investment allocations, withdrawals, contributions and address of record be handled only through your employer. Changes in your 401(K) mutual fund account(s) not authorized by your employer can result in disqualification of the tax benefits of your contributions. It is the employee-participant's responsibility to periodically review his or her 401(K) accounts to verify loan payments and investment selections.		Jan	01-31-98	\$ 64.34
		Feb	02-28-98	64.34
		Mar	03-31-98	64.34
		Apr	04-30-98	64.34
		May	05-31-98	64.34
		Jun	--	--
		Jul	--	--
		Aug	--	--
		Sep	--	--
		Oct	--	--
		Nov	--	--
		Dec	--	--
		total year-to-date loan payments:		\$ 321.70

HISTORICAL ACCOUNT SUMMARY

Loan Inception Date		01-Jun-97
Beginning Loan Amount		\$ 3,303.00
Interest Rate		7.00%
Loan Term		60 Months
Remaining Loan Balance		\$ 3,151.82

FIG. 42

401(K) AFTER-TAX LOAN RECAP -- DATA OUT

■ XYZ Company

■ as of MAY 28, 1998

LOAN PAYMENTS	
01/31/98	350.30
02/28/98	350.30
03/31/98	350.30
04/30/98	350.30
05/31/98	350.30
06/30/98	--
07/31/98	--
08/31/98	--
09/30/98	--
10/31/98	--
11/30/98	--
12/31/98	--
YEAR-TO-DATE TOTALS	<u>1,751.50</u>

FIG. 43

EMPLOYEE AFTER-TAX LOAN PAYMENTS -- DATA OUT

- XYZ Company
- MAY 1 through MAY 31, 1998

EMPLOYEE NAME	SOCIAL SECURITY NUMBER	EMPLOYEE LOAN PAYMENT
Ruth Burr-Knittle	242-42-4242	64.34
Hai P Davis	222-22-2222	169.84
Dominic E Fortino	181-81-8181	116.12
		<hr/>
		\$ 350.30

FIG. 44

401(K) LOANS ALLOCATION SUMMARY -- DATA OUT

■ XYZ Company

■ MAY 1 through MAY 31, 1998

Plan Administrator:

Send the copy of the attached 401(K) ALLOCATION ROSTER with payments and mutual fund applications to the mutual fund companies as designated below. Make checks payable to the mutual fund companies and use the addresses provided.

Evergreen Funds

check amount: \$19.30

200 Berkeley Street

Boston, MA 02116

ATTN: Mr. Ken Johnson

(800) 225-2618

Hancock John Mutual Funds

check amount: \$262.03

101 Huntington Ave.

Boston, MA 02199

ATTN: Justin Whitaker

(800) 225-6020

MFS Family of Funds

check amount: \$68.97

500 Boylston Street

Boston, MA 02116

ATTN: Inner Circle

(800) 637-6374

Total contributions: \$350.30

FIG. 45

401(K) LOANS ALLOCATION ROSTER – DATA OUT

THIS FORM SHOULD BE SENT WITH THE MAY CONTRIBUTIONS CHECK TO EVERGREEN FUNDS AT THE ADDRESS LISTED BELOW. USE A DEPENDABLE OVERNIGHT DELIVERY SERVICE TO EXPEDITE PROCESSING AND TRACK SHIPPING/RECEIVING DATES.

■ XYZ Company

FEDERAL I.D. # 12-3456789

■ MAY 1998 ORDER for...

Evergreen Small Company Growth B
200 Berkeley Street

Boston, MA 02116

ATTN: Mr. Ken Johnson

Evergreen Small Company Growth B

Cusip: 30023C731

This report lists the allocations to be made to the Evergreen Small Company Growth B. Please distribute the \$19.30 of the enclosed \$19.30 check among the following accounts within the XYZ Company 401(K) plan:

EMPLOYEE NAME	FUND NUMBER	INVESTMENT ACCOUNT NUMBER	ALLOCATION AMOUNT
Ruth Burr-Knittle	051		\$19.30
EVERGREEN SMALL COMPANY GROWTH B TOTAL ALLOCATION FOR MAY 1998			\$19.30

FIG. 46

401(K) ALLOCATION SUMMARY -- DATA OUT

■ XYZ Company

■ MAY 1 through MAY 31, 1998

Plan Administrator:

Send the copy of the attached 401(K) ALLOCATION ROSTER with payments and mutual fund applications to the mutual fund companies as designated below. Make checks payable to the mutual fund companies and use the addresses provided.

Evergreen Funds

200 Berkeley Street

check amount: \$1,146.83

Boston, MA 02116

ATTN: Mr. Ken Johnson

(800) 225-2618

Hancock John Mutual Funds

101 Huntington Ave.

check amount: \$8,508.13

Boston, MA 02199

ATTN: Justin Whitaker

(800) 225-6020

MFS Family of Funds

500 Boylston Street

check amount: \$11,267.92

Boston, MA 02116

ATTN: Inner Circle

(800) 637-6374

Total contributions: \$20,922.88

FIG. 47

401(K) ALLOCATION ROSTER -- DATA OUT

THIS FORM SHOULD BE SENT WITH THE MAY CONTRIBUTIONS CHECK TO HANCOCK JOHN MUTUAL FUNDS AT THE ADDRESS LISTED BELOW. USE A DEPENDABLE OVERNIGHT DELIVERY SERVICE TO EXPEDITE PROCESSING AND TRACK SHIPPING/RECEIVING DATES.

■ XYZ Company

FEDERAL I.D. # 12-3456789

■ MAY 1998 ORDER for...

Hancock Emerging Growth B
101 Huntington Ave.

Boston, MA 02199

ATTN: Justin Whitaker

Hancock Emerging Growth B

Cusip: 478032204

This report lists the allocations to be made to the Hancock Emerging Growth B. Please distribute the \$2,261.56 of the enclosed \$8,508.13 check among the following accounts within the XYZ Company 401(K) plan:

EMPLOYEE NAME	FUND NUMBER	INVESTMENT ACCOUNT NUMBER	ALLOCATION AMOUNT
Samuel DiBari	160	1604520796	\$30.26
Dominic Fortino	160	0491003057452	\$571.96
Patrick Gehl	160	0496100080961	\$981.76
Jeff Gehl	160	0496000081532	\$64.84
Brian Gehl	160	0496000081612	\$64.84
James McCormick	160	0494000239802	\$457.23
Nam Phan	160	1605060379	\$90.67

HANCOCK EMERGING GROWTH B TOTAL ALLOCATION FOR MAY 1998

\$2,261.56

FIG. 48

GENERIC MUTUAL FUND APPLICATION

MFS Family of Funds

This form contains all the information data entry requires to establish a new non-prototype trust account with your fund. Attached to this signed form is a signed account application; Investor agrees to all terms and conditions specified in the fund prospectus and attached application.

Please call Pension Service Associates at (818) 501-4015 if you have any questions.

REGISTRATION

Name: XYZ Company, Inc. TTEE DTD 1/1/89 401(K) Plan FBO: Dennis Griffin
Federal Tax ID: 12-3456789
U.S. Citizen: Yes
Mailing Address:
Telephone:
Notes:

INVESTMENTS

MFS Research B	\$58.34
MFS Emerging Growth B	\$58.33

INSTRUCTIONS

1. Data Entry

Alpha-sort this account by investor's last name, not employer's company name.

2. Exempt from Tax Reporting

This is a qualified retirement trust account, and as such is exempt from U.S. withholding and tax reporting requirements.

3. Reinvestment

Reinvest all income dividends and capital gains distributions in additional shares.

4. Telephone Exchanges

The investor authorizes the fund or its agents to honor telephone or other instructions from the broker of record or the owner/trustee to exchange shares of this account for investments into any other eligible fund with the same registration as this account.

5. Telephone Redemptions

Such are NOT permitted in this account.

DEALER INFO

Dealer:	Pension Service Associates Securities Corp.	Telephone: (818) 501-4015
Home Office:	15130 Ventura Boulevard, Suite 320	Rep. Num.: 115
	Sherman Oaks, CA 91403	

Branch Office:

N.A.S.D. Rep.: Jim Gilbert

SIGNATURE

I have read the prospectus and application for the fund in which I am investing and agree to their terms. I am of legal age, and the plan administrator of the above-named qualified retirement plan.

Under penalties of perjury I certify (1) that the number shown above is my correct taxpayer identification number and (2) that I am not subject to backup withholding because (a) I have not been notified that I am subject for failing to report all interest or dividends or (b) the Internal Revenue Service has notified me that I am no longer subject to backup withholding.

X

Plan Administrator

Date

FIG. 49

Monthly 401(K) Contributions Verification - Data Out

- XYZ Company
- For the period ending May 31, 1998

■

EMPLOYEE NAME	SOCIAL SECURITY NUMBER	VOLUNTARY EMPLOYEE CONTRIBUTION	EMPLOYER MATCHING CONTRIBUTION	W-2 COMPENSATION
Anderson, Paul	888-88-8888	0.00	0.00	5,176.68
Askar, Ron I	000-00-0000	256.56	76.97	2,850.68
Aung, Ye H	808-08-0808	300.00	90.00	2,916.68
Bakhtiyari, Zahra	999-99-9999	0.00	0.00	2,500.00
Balfourt, Gregory	999-99-9999	0.00	0.00	4,166.68
Barkat, Tasnim	474-74-7474	0.00	0.00	3,100.68
Bell, Noel E	666-66-6666	1,333.69	0.00	19,052.78
Bui, Hal N	444-44-4444	0.00	0.00	2,267.34
Bui, Van Khanh	777-77-7777	400.00	120.00	2,666.68
Burr-Knittle, Ruth	242-42-4242	326.31	233.84	4,661.55
Caldwell, Jennifer D	414-14-1414	500.00	150.00	3,633.34
Colello, Patricia S	000-00-0000	0.00	0.00	3,017.34
Crew, Teresa F	161-61-6161	665.96	499.79	4,439.68
Dang, Kevin	777-77-7777	400.00	120.00	2,666.68
Davis, Hai P	222-22-2222	410.06	344.45	4,100.68
Deckard, Phillip E	464-64-6464	0.00	0.00	2,500.00
DiBari, Samuel A	222-22-2222	81.26	39.81	4,062.50
Dinh, Kevin T	707-07-0707	184.20	149.36	3,684.00
Dinh, Trieu V	606-06-0606	578.13	232.26	3,854.17
Fortino, Dominic E	181-81-8181	1,089.63	340.27	10,896.25
Garg, Ajay V	222-22-2222	0.00	0.00	3,626.68
Gaukel, Julie L	141-41-4141	713.52	111.44	7,135.13
Gehl, Brian G	333-33-3333	34.12	30.72	487.50
Gehl, Jeff P	484-84-8484	34.12	30.72	487.50
Gehl, Patricia A	676-76-7676	0.00	0.00	2,319.96
Gehl, Patrick P	454-54-5454	981.76	0.00	19,635.00
Gniadek, Kevin S	787-87-8787	0.00	0.00	4,664.18
Gorania, Neeta R	555-55-5555	0.00	0.00	1,875.00
Gorelik, Olga	777-77-7777	0.00	0.00	0.00

FIG. 50

Monthly 401(K) Contributions Proof Sheet

■ XYZ Company

■ For the period ending May 31, 1998

EMPLOYEE NAME	Division	SOCIAL SECURITY NUMBER	VOLUNTARY EMPLOYEE CONTRIBUTION	EMPLOYER MATCHING CONTRIBUTION	W-2 COMPENSATION
Anderson, Paul		888-88-8888	0.00	0.00	5,176.68
Askar, Ron I		000-00-0000	256.56	76.97	2,850.68
Aung, Ye H		808-08-0808	300.00	90.00	2,916.68
Bakhtiyari, Zahra		999-99-9999	0.00	0.00	2,500.00
Balfort, Gregory		999-99-9999	0.00	0.00	4,166.68
Barkat, Tasnim		474-74-7474	0.00	0.00	3,100.68
Bell, Noel E		666-66-6666	1,333.69	0.00	19,052.78
Bui, Hal N		444-44-4444	0.00	0.00	2,267.34
Bui, Van Khanh		777-77-7777	400.00	120.00	2,666.68
Burr-Knitte, Ruth		242-42-4242	326.31	233.84	4,661.55
Caldwell, Jennifer D		414-14-1414	500.00	150.00	3,633.34
Colello, Patricia S		000-00-0000	0.00	0.00	3,017.34
Crew, Teresa F		161-61-6161	665.96	499.79	4,439.68
Dang, Kevin		777-77-7777	400.00	120.00	2,666.68
Davis, Hai P		222-22-2222	410.06	344.45	4,100.68
Deckard, Phillip E		464-64-6464	0.00	0.00	2,500.00
DiBari, Samuel A		222-22-2222	81.26	39.81	4,062.50
Dinh, Kevin T		707-07-0707	184.20	149.36	3,684.00
Dinh, Trieu V		606-06-0606	578.13	232.26	3,854.17
Fortino, Dominic E		181-81-8181	1,089.63	340.27	10,896.25
Garg, Ajay V		222-22-2222	0.00	0.00	3,626.68
Gaukel, Julie L		141-41-4141	713.52	111.44	7,135.13
Gehl, Brian G		333-33-3333	34.12	30.72	487.50
Gehl, Jeff P		484-84-8484	34.12	30.72	487.50
Gehl, Patricia A		676-76-7676	0.00	0.00	2,319.96
Gehl, Patrick P		454-54-5454	981.76	0.00	19,635.00
Gniadek, Kevin S		787-87-8787	0.00	0.00	4,664.18
Gorania, Neeta R		555-55-5555	0.00	0.00	1,875.00
Gorelik, Olga		777-77-7777	0.00	0.00	0.00
Griffith, Dennis M		111-11-1111	166.67	0.00	3,974.37
Harvey, James C		252-52-5252	163.36	129.21	3,267.34
Ingarfill, Brian K		353-53-5353	918.08	0.00	6,120.54
Jaffeson, Jennifer M		111-11-1111	0.00	0.00	0.00

FIG. 51

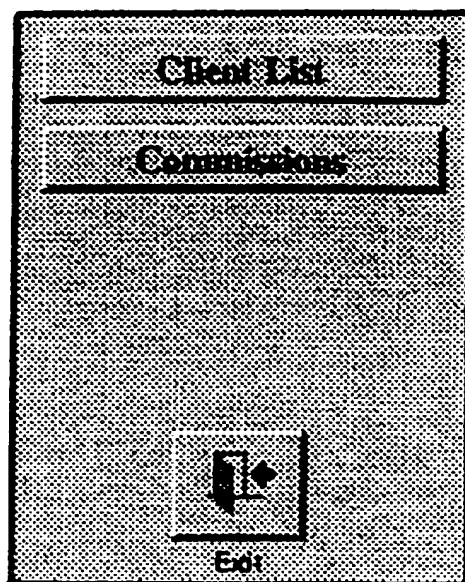
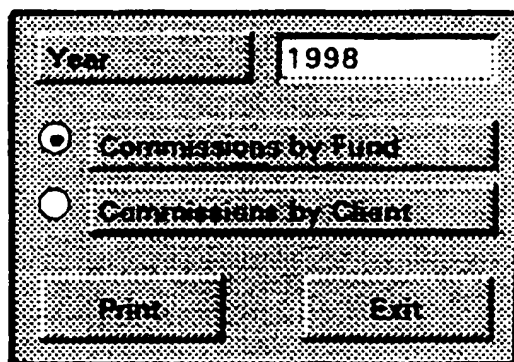
Y-T-D 401(K) Contributions Verification - Data Out

- XYZ Company
- As of May 31, 1998

■

EMPLOYEE NAME	SOCIAL SECURITY NUMBER	VOLUNTARY EMPLOYEE CONTRIBUTION	EMPLOYER MATCHING CONTRIBUTION	W-2 COMPENSATION
Anderson, Paul	888-88-8888	0.00	0.00	16,876.53
Askar, Ron I	000-00-0000	1,305.30	391.60	14,503.40
Aung, Ye H	808-08-0808	1,500.00	450.00	14,970.90
Bakhtiyari, Zahra	999-99-9999	0.00	0.00	12,500.00
Balfourt, Gregory	999-99-9999	0.00	0.00	11,333.24
Barkat, Tasnim	474-74-7474	0.00	0.00	15,036.72
Bell, Noel E	666-66-6666	3,378.20	0.00	48,260.09
Bui, Hal N	444-44-4444	0.00	0.00	11,534.70
Bui, Van Khanh	777-77-7777	2,000.00	600.00	13,333.40
Burr-Knittle, Ruth	242-42-4242	1,727.61	797.22	24,679.87
Caldwell, Jennifer D	414-14-1414	2,500.00	750.00	17,916.70
Colello, Patricia S	000-00-0000	0.00	0.00	15,086.70
Crew, Teresa F	161-61-6161	3,544.42	1,613.33	23,629.25
Dang, Kevin	777-77-7777	1,200.00	360.00	8,000.04
Davis, Hai P	222-22-2222	2,050.30	1,428.57	20,503.40
Deckard, Phillip E	464-64-6464	0.00	0.00	12,500.00
DiBari, Samuel A	222-22-2222	426.30	39.81	21,312.50
Dinh, Kevin T	707-07-0707	921.00	527.40	18,420.00
Dinh, Trieu V	606-06-0606	1,245.67	541.45	18,687.53
Fortino, Dominic E	181-81-8181	4,058.28	849.12	40,582.59
Garg, Ajay V	222-22-2222	0.00	0.00	3,626.68
Gaukel, Julie L	141-41-4141	2,467.80	297.52	27,707.43
Gehl, Brian G	333-33-3333	170.60	112.64	2,437.50
Gehl, Jeff P	484-84-8484	170.60	112.64	2,437.50
Gehl, Patricia A	676-76-7676	0.00	0.00	9,174.90
Gehl, Patrick P	454-54-5454	4,908.80	0.00	98,175.00
Gniadek, Kevin S	787-87-8787	0.00	0.00	31,771.25
Gorania, Neeta R	555-55-5555	0.00	0.00	5,798.08
Gorelik, Olga	777-77-7777	0.00	0.00	0.00

FIG. 52

*FIG. 53**FIG. 54*

CLIENT LIST

CLIENT NAME	PHONE	FAX	ADDRESS	CONTACT	FEDERAL ID	REP #	VESTING FORMULA	OVERNIGHT SHIPPING	NOTES
XYZ Company	(818) 123-4567	(818) 765-4321	12345 Somewhere Ave Los Angeles, CA 90048	Kai Pally	12-3456789	115	/100/100/100/100/100/		

FIG. 55

Mutual Fund	Contact/Attention	Phone
Evergreen Funds	Mr. Ken Johnson	(800) 225-2618 200 Bc
Fidelity Group	Remittance-KP2C	(800) 544-0170 Print M
Hancock John Mutual Funds	Justin Whitaker	(800) 225-6020 101 H
Kemper Funds	Transaction Processing	(800) 621-6616 811 M
MFS Family of Funds	Inner Circle	(800) 637-6374 500 Bc
Oppenheimer Funds	Retirement Plans Team Se	(800) 858-9826 10200
PIMCo Advisors Funds (Thompson)	Shareholder Services	(800) 426-0107 1980
Pioneer Group	Tracy Cmar	(617) 742-7825 60 Sta
Price T. Rowe Funds	Account Services	(800) 225-5132 10090
Putnam Mutual Funds	Investments	(800) 634-1591 859 W
SunAmerica Funds		733 Jr
Vanguard Group	Mr. Tom Gill	(800) 992-2911 100 V

New Delete Portfolio Groups Exit

FIG. 56

Evergreen Funds					
Portfolio	Cusip	Ticker	Fund Num	GM	Group
Evergreen Balanced Fund A	30023C772	EKBAX		0%	
Evergreen Balanced Fund B	30023C764	EKBBX		4%	
Evergreen Blue Chip A	30023C814	EKNAX		0%	
Evergreen Blue Chip B	30023C798	EKNBX		4%	
Evergreen Diversified Bond A	299923409	EKDLX		0%	
Evergreen Diversified Bond B	299923508	EKDMX		4%	
Evergreen High Yield Bond A	299923102	EKHAX		0%	
Evergreen High Yield Bond B	299923201	EKHBX		4%	
Evergreen International Growth A	299924100	EKZAX		0%	
Evergreen International Growth B	299924209	EKZBX		4%	
Evergreen Money Market A	300250206	EMAXX		0%	
Evergreen Money Market B	300250305	EMBXX		4%	
Evergreen Precious Metals A	299924407	EKWAX		0%	
Evergreen Precious Metals B	299924506	EXWBX		4%	
Evergreen Quality Bond A	493440838	EKQAX		0%	
Evergreen Quality Bond B	493440101	EKQBX		4%	
Evergreen Small Co. Growth A	30023C749	EKAAX		0%	
Evergreen Small Co. Growth B	30023C731	EKA0X		4%	
Evergreen Strategic Growth A	30023C848	EKJAX		0%	
Evergreen Strategic Growth B	30023C830	EKJBX		4%	
Keystone Fund of Americas B	493485205	KFABX		4%	
Keystone Mid-Cap Growth S-3	493440804	KSTHX		4%	

New Delete Alloc Exit

FIG. 57

Distributions During 1997

■ XYZ Company

Date	Activity	Employee Name	STATION	Social Security Number	Amount
02/01/97	Distribution	Jonas, Paul A		434-34-3434	(129.40)
02/01/97	Distribution	Jonas, Paul A		434-34-3434	(87.67)
02/01/97	Distribution	Malhotra, Rajinder K		898-98-9898	(12,336.78)
02/01/97	Distribution	Malhotra, Rajinder K		898-98-9898	(5,580.18)
04/01/97	Distribution	Preston, Rob D		131-31-3131	(275.37)
04/01/97	Distribution	Preston, Rob D		131-31-3131	(335.04)
04/01/97	Distribution	Preston, Rob D		131-31-3131	(254.92)
04/01/97	Distribution	Preston, Rob D		131-31-3131	(296.56)
04/01/97	Distribution	Preston, Rob D		131-31-3131	(284.75)
9 Distribution(s) During 1997					(19,580.67)
07/01/97	Exchange	Gaukel, Julie L		141-41-4141	1,193.40
07/01/97	Exchange	Gaukel, Julie L		141-41-4141	(1,881.22)
07/01/97	Exchange	Gaukel, Julie L		141-41-4141	1,193.39
07/01/97	Exchange	Gaukel, Julie L		141-41-4141	1,193.39
07/01/97	Exchange	Gaukel, Julie L		141-41-4141	(2,892.35)
07/01/97	Exchange	Gaukel, Julie L		141-41-4141	1,193.39
6 Exchange(s) During 1997					0.00
04/01/97	Loan Distribution	Burr-Knittle, Ruth		242-42-4242	(88.64)
04/01/97	Loan Distribution	Burr-Knittle, Ruth		242-42-4242	(644.00)
04/01/97	Loan Distribution	Burr-Knittle, Ruth		242-42-4242	(204.70)
04/01/97	Loan Distribution	Burr-Knittle, Ruth		242-42-4242	(207.78)
04/01/97	Loan Distribution	Burr-Knittle, Ruth		242-42-4242	(706.00)
04/01/97	Loan Distribution	Burr-Knittle, Ruth		242-42-4242	(699.50)
04/01/97	Loan Distribution	Burr-Knittle, Ruth		242-42-4242	(752.38)
7 Loan Distribution(s) During 1997					(3,303.00)

FIG. 58

		1998	160,000.00	Actual YTD Earnings				
Employee Name	Prior Year Salary	Current Year Estimated	Actual YTD Earnings	ADP Test Contribution	M-Test Matching	Elig	HC	Key
Blair, Don E.	31,800.08	34,000.08	8,500.02	480.00	0.00	Yes	No	No
:	53,078.80	93,645.60	23,411.40	800.00	0.00	Yes	Yes	Yes
:	31,145.72	36,999.84	9,249.96	750.00	0.00	Yes	No	No
:	51,300.00	55,363.44	13,840.88	2,076.12	0.00	Yes	No	No
:	5,000.00	30,000.00	7,500.00	300.00	0.00	Yes	No	No
:	46,800.00	50,800.08	12,700.02	1,500.00	0.00	Yes	No	No
:	101,404.08	111,403.92	27,850.98	2,250.00	0.00	Yes	Yes	No
:	71,000.15	73,000.08	18,250.02	2,490.00	0.00	Yes	No	No
:	138,924.00	138,404.00	34,101.00	1,560.00	0.00	Yes	Yes	Yes
:	56,250.03	60,999.84	15,249.98	1,350.00	0.00	Yes	Yes	No
:	146,156.50	138,404.00	34,101.00	2,250.00	0.00	Yes	Yes	Yes
:	0.00	34,999.92	8,749.98	1,050.00	0.00	Yes	No	No
:	45,649.92	47,049.84	11,782.48	1,500.00	0.00	Yes	No	No
:	49,186.60	57,000.00	14,250.00	2,137.50	0.00	Yes	No	No
:	64,552.54	69,077.28	17,269.32	2,590.38	0.00	Yes	No	No
:	32,689.72	33,499.92	8,374.98	375.00	0.00	Yes	No	No
:	80,500.08	82,999.92	20,749.98	2,499.00	0.00	Yes	Yes	No
:	47,986.42	47,986.44	7,412.28	1,111.85	0.00	Yes	No	No
:	26,722.95	34,000.08	8,500.02	300.00	0.00	Yes	No	No
:	42,051.26	49,999.92	12,499.98	1,249.98	0.00	Yes	No	No
:	51,426.80	60,000.00	15,000.00	2,250.00	0.00	Yes	No	No
:	14,584.11	37,000.08	9,250.02	925.02	0.00	Yes	No	No
:	66,029.76	69,077.28	17,269.32	1,200.00	0.00	Yes	No	No
:	62,218.08	74,156.40	18,539.10	1,450.00	0.00	Yes	No	No
:	9,000.00	67,333.20	16,833.30	1,683.31	0.00	Yes	No	No
:	66,666.68	89,584.04	22,391.02	1,312.50	0.00	Yes	Yes	No
:	96,000.00	106,000.08	26,500.02	1,060.02	0.00	Yes	Yes	No
:	60,270.89	70,000.08	17,500.02	600.00	0.00	Yes	No	No
:	57,447.56	64,999.92	16,249.98	1,624.98	0.00	Yes	No	No
:	121,392.00	133,404.00	33,351.00	2,502.00	0.00	Yes	Yes	Yes
:	40,633.68	45,712.80	11,428.20	1,200.00	0.00	Yes	No	No
:	61,573.58	70,000.08	17,500.02	1,050.00	0.00	Yes	No	No
:	0.00	34,999.92	8,749.98	600.00	0.00	Yes	No	No
:	25,500.00	26,500.08	6,625.02	993.78	0.00	Yes	No	No
:	54,320.56	64,999.92	16,249.98	812.52	0.00	Yes	No	No
:	52,250.00	57,000.00	14,250.00	1,500.00	0.00	Yes	No	No
:	45,649.92	47,049.84	11,782.48	900.00	0.00	Yes	No	No
:	43,200.00	47,200.08	11,800.02	750.00	0.00	Yes	No	No
:	30,000.00	30,799.92	7,699.98	450.00	0.00	Yes	No	No
:	30,815.49	31,999.92	7,999.98	150.00	0.00	Yes	No	No
:	82,499.94	90,000.00	22,500.00	582.50	0.00	Yes	Yes	No

Print

Exit

FIG. 59

401K USER SOFTWARE

BACKGROUND OF THE INVENTION

1. Field of Invention

The present invention relates generally to the field of computer-based retirement plan tracking and accounting. More specifically, the present invention is related to a computer-based application of a modified 401(k) retirement plan.

2. Discussion of Prior Art

Retirement plans, such as 401(k) plans, comprise a labyrinth of complex rules, accounting procedures, investment options, testing and reporting schemes and, as such, have heretofore been unmanageable to the average person or small business. Because of the above cited complexities, the normal course of action is to retain the services of a professional retirement administrator to setup, operate, test and otherwise supervise the overall retirement plan established for a group of individual employees.

Internal Revenue Code section 401(k) was devised to encourage workers to set aside money for their retirement years by allowing them to defer paying taxes on "retirement money" until retirement, at which time they would likely be in a lower tax bracket and, therefore, pay less total tax on the dollars.

Because 401(k) dollars aren't to sit idle while awaiting withdrawal (such would hardly make individual or national economic sense), an entire industry has formed around helping companies set up their 401(k) plans—and helping participants invest the dollars they defer into them.

Every 401(k) plan requires knowledgeable monitoring to ensure it stays in compliance with IRS regulations. Plans that include many services (loans, hardship withdrawals, automatic IRA rollovers upon distribution, etc.) and that allow a wide selection of investment opportunities can become very complex; their providers (often "third party administrators") charge accordingly. It's a fee that puts the 401(k) out of reach of many businesses. Providers of these plans also commonly assess a fee based on the number of employees eligible to participate in the plan (regardless of the number that actually do participate), and they often require a certain minimum level of actual participation—to ensure a minimum pool of investment dollars which will be earning the administrator fees and, possibly, brokerage commissions. Coming up with the base-fee capital, plus being able to meet the high eligible-employee and participation standards imposed by providers, effectively eliminates most small businesses from setting up a 401(k) plan.

The tremendous population not served by full-service, highly-customized 401(k) plans inspired some providers to create the "turnkey" plan. Turnkey plans are prefabricated and ready-to-use 401(k)s, with IRS-mandated documents, administration and investment options bundled together into one integrated package; participants' assets are pooled to create the commission-earning investment minimum desired by the providers. The plans are designed to be simple, easy-to-use and relatively low-cost—to both provider and end-user. Most insurance companies, mutual fund companies, and brokerage houses offer versions of the turnkey plan.

Unfortunately, the simplicity sought in the turnkey has also made it inflexible, presenting many clients with problems over time. For example, the bundled turnkey offered through a mutual fund company, or brokerage firm, makes it virtually impossible for an employer to change from the

in-house investment selection-administration pairing chosen at the plan's outset. Another drawback is that many brokers and agents involved with 401(k) plans use the 401(k) as a vehicle for soliciting their clients' employees with additional investment products.

Offering unlimited access to virtually all SEC-regulated investment options—with no restrictions on the number of mutual fund families or their investments that a company can choose for its plan—is a far cry from the practices of typical "turnkey" products, such as those offered by mutual fund companies and insurance companies. In most turnkeys, the host company bundles a few proprietary investments with its in-house 401(k) administration; the result has been inflexible, relatively costly, and investment-sparse plans limited in their suitability to a wide range of participants—and greatly inhibiting to an employer having to change investment or administrative providers.

Conventional 401(k) plans fail to provide the flexibility to track individual investor accounts separately. Individual tracking enables unlimited new employee additions, unlimited investment options and tracking thereof, without modification of the remaining member accounts. The prior art has failed to provide for an end-user computer-based system allowing individualized accountability. Examples of existing prior art are described below.

The patent to Valentino (U.S. Pat. No. 4,648,037) provides for a method and apparatus of a communication system for enabling an employee to access information by a terminal concerning their up-to-date savings plans and the values thereof, withdrawal information, explanations of provisions, employee benefit information (e.g., group life insurance, disability coverage, vested retirement, etc.), explanations of savings plan and benefit options, and benefit news bulletins.

The patent to Halley et al. (U.S. Pat. No. 4,750,121) provides for an improved pension benefits system for enrolled employees of subscriber employers including a master trust institution and a life insurer institution. The master trust institution computes and receives each subscriber employer's periodic payment therein to based primarily upon that employer's number of current employees, their ages and monthly earnings; purchases and retains a life insurance policy from the life insurance institution covering each enrolled employee; invests in available securities to generate interest income; provides specific accurate future projections of periodic benefits for retirement, death, or disability; receives all life insurance policy proceeds upon the death of each enrolled employee; and distributes all periodic payable benefits. Funding a significant portion of payable periodic benefits by life insurance policy proceeds retained within the master trust institution is one truly unique feature of this system; life insurance having prescribed amounts of whole life and progressive one-year term dividend rider components is yet another.

The patent to Durbin et al. (U.S. Pat. No. 4,933,842) provides for an "Automated Investment Fund Accounting System", a computerized investment plan accounting system which manages data for investment plans with multiple participants and multiple investment funds.

The patent to Atkins (U.S. Pat. No. 4,953,085) provides for a "System For The Operation Of A Financial Account". A personal financial management program is disclosed incorporating means of implementing, coordinating, supervising, analyzing, and reporting upon investments in an array of asset accounts and credit facilities within a client account. Through a mathematical programming function,

the client specifies his financial objectives, his risk preference, forecast of economic and financial variables, and budgetary constraints. The mathematical programming function suggests to the client a portfolio of investment and credit facilities to best realize his financial objectives over a defined time horizon.

The patent to Halley et al. (U.S. Pat. No. 4,969,094) provides for a self-implementing pension benefits system for subscriber employees (E1, E2, E3 . . .) including a life insurer institution and a lending institution. A Life insurer trust institution computes and receives each subscriber employee's periodic payment therein to based primarily upon each subscriber employee's age and desired periodic benefits and issuing a life insurance policy covering each subscriber employee (E1, E2, E3 . . .); providing specific accurate future projections of periodic benefits for retirement, death, or disability; and distributing all life insurance policy proceeds upon the death of each enrolled employee to the lending institution.

The patent to Wolfberg et al. (U.S. Pat. No. 4,994,964) provides a data processing system which monitors a client's business order over time, and based upon predetermined criteria, determines the client's vested interest in funds deposited into special client accounts. The business order data is stored in uniquely formatted client account files. In addition, a vesting account file stores summary data encompassing all the client files.

The patent to Harris et al. (U.S. Pat. No. 5,095,429) provides for a "Method For Prioritizing Data In Financial Information System." A method is disclosed for modifying calculation of predefined procedure in a spread of financial data in a financial information system operative on a digital computer wherein data is manually input into a cell as a value, the value is prioritized above other values dependent thereon by setting a lock flag to indicate that the data is to be secured against change by subsequent recalculation on the cell, and thereafter the data of all other cells which is not locked is recalculated on the basis of the priority values stored in cells designated as locked.

The patent to Fox (U.S. Pat. No. 5,132,899) provides for a "Stock And Cash Portfolio Development System" which combines data gathering and processing methodology with computer apparatus to produce a system whereby a list of stocks and a cash position is generated and purchased for investment and operating accounts.

The patent to Wolfberg et al. (U.S. Pat. No. 5,214,579) provides for a "Goal-Oriented Investment Indexing, Tracking And Monitoring Data Processing System." The data processing system manages, monitors, and reports the growth of a participant's investment base with respect to progress towards achieving a predetermined target amount selected by the participant.

The patent to Bailey (U.S. Pat. No. 5,227,967) provides for a "Security Instrument Data System Without Property Inapplicable Nulls." The patent discloses a system and method for storage and retrieval of investment asset data in a computer system, separates the data into many small files each of limited size and related to a functional attribute of the investment instrument.

Whatever the precise merits, features, and advantages of the above cited references, none of them achieve or fulfill the purposes of the present invention. Accordingly, it is an object of the present invention to provide for a computer-based 401(k) retirement plan which tracks individualized employee participant accounts. It is another object of the present invention to provide a computer-based solution to

simplify 401(k) administration. These and other objects are achieved by the detailed description that follows.

SUMMARY OF THE INVENTION

Each employee-participant in the present invention has his or her own, individual, separate investment account for each mutual fund portfolio to which they invest or have invested in the past. This approach differs radically from traditional "pooled account" approaches, in which investment funds for all employees are co-mingled into a single, shared (or "pooled") investment account per mutual fund portfolio. For example, in the pooled account approach monies for all employees investing in "XYZ Cash Reserve Fund" (a mutual fund portfolio offered by XYZ) would be co-mingled in a single pooled account, with a single account number.

By contrast, in the individual investor account approach, each employee-participant who invests in "XYZ Cash Reserve Fund" would have his or her own, distinct mutual fund investment account. This account would hold monies solely for the selected employee-participant, and would have a unique account number. All other employees investing in "XYZ Cash Reserve Fund" would similarly have their own, unique investment accounts for that investment choice.

The invention facilitates this unique approach to 401(K) fund management by allowing the operator to specify a separate account number for each investment choice for each employee (see FIG. 8, element 880).

BRIEF DESCRIPTION OF THE DRAWINGS

FIG. 1 illustrates a general overview of the present invention 401(k) plan.

FIG. 2 illustrates a detailed flow diagram of the plan group.

FIG. 3 illustrates a detailed flow diagram of the employer and employee setup and tracking.

FIG. 4 illustrates a flow diagram of available monthly 401(k) reports.

FIGS. 5 and 6, in combination, illustrate ADP processing functions 1-10.

FIG. 7 illustrates a flow diagram of mutual fund investment options.

FIG. 8 illustrates a flow diagram of monthly processing.

FIGS. 9-59, collectively illustrate a series of preferred embodiment screen panels and reports.

DESCRIPTION OF THE PREFERRED EMBODIMENTS

While this invention is illustrated and described in a preferred embodiment, the device may be produced in many different configurations, forms and materials. There is depicted in the drawings, and will herein be described in detail, a preferred embodiment of the invention, with the understanding that the present disclosure is to be considered as an exemplification of the principles of the invention and the associated functional specifications of the materials for its construction and is not intended to limit the invention to the embodiment illustrated. Those skilled in the art will envision many other possible variations within the scope of the present invention.

The present invention uses a relational database structure to maintain all information required to administer a 401(K) Plan using individual employee-participant accounts as opposed to traditional approaches using pooled 401(K)

accounts. In the preferred embodiment, Microsoft Access™ is the database of choice, but equivalent databases may be substituted without departing from the scope of the present invention. The invention makes maximum use of a relational database structure to streamline the administration of the 401(K) Plan and keep manual administrative overhead to a minimum.

FIG. 1 illustrates an overview of a general 401(k) plan. Each employer is setup 110 to include company and plan specifications. Each employee is then setup 120 to include employee information and selections of plan options (including allocations). Each month the employer tracks adjustments 130, contributions 140 and any loans 150. Software processes manipulate and catalog the input information 160 to produce testing, regulatory compliance, etc. and the generation of reports 170.

FIG. 2 illustrates a partial flowchart of the present invention. The main menu 200 comprises the following selections: printer/screen toggle 201, announcement (E) 202 used for printing block text messages on monthly reports, licensee information 203 (purchaser of software), employer information (N/E/D-new/edit/delete) 204, mutual funds (N/E/D) 205, management reports 206, repair/compact database 207 and quit 208.

INVESTMENTS

The invention maintains a database of mutual fund families 205, 750 including the following information: name of mutual fund family, name of contact person, mailing address for purchases, telephone number. The primary purpose of this information is to organize individual mutual fund portfolios 215 (listing of available funds) into their respective mutual fund families. Using this information, the invention can generate reports that detail monthly purchasing information for each employee-participant for each portfolio within each mutual fund family. Groups of funds also may be defined 211 (e.g. fixed income).

Within each mutual fund family, the invention maintains a database of each allowable portfolio 790 that has been, or may be, used within 401(K) plans. The following information is stored for each portfolio: name of portfolio, cusip number, Quotron (ticker) symbol, fund number, commission rate (paid to broker), grouping. The commission rate is used to calculate the commissions earned by the broker of record for investments made by each employee-participant. The group field allows the user to group portfolios into custom-defined groups for specialized reporting needs.

A specific report—Employee Investment Choices by Fund 226—for each mutual fund portfolio 215, 225, lists each employee participant using that portfolio, their employer, their monthly allocation percentage, and their account number.

EMPLOYERS

The invention maintains a database of all participating employers 204, 300 including the following information: name of employer, name of contact person, federal tax identification number, mailing address, telephone, facsimile, courier delivery service, employer matching flag, enhanced statements flag, express delivery flag (for courier delivery), last period investments were processed, date of last processing, notes.

For each employer, the invention maintains Dealer Information 313 which specifies the information needed to automatically generate generic mutual fund applications for employee-participants to facilitate opening of new investment accounts as needed.

For each employer, the invention maintains a custom Vesting Schedule 314. The vesting schedule is applicable

only for employers that offer a contribution matching plan for employees' 401(K) contributions. The vesting schedule defines the basis for vesting (calendar year or anniversary date), as well as vesting percentages for Year 1 through Year 6. The invention assumes that the employee-participant is fully (100%) vested at the end of six years. Other time periods can be selected without departing from the scope or functionality of the present invention.

For each employer, the invention allows the user to select which mutual fund portfolios are available and approved for employee-participants 312. These portfolios are selected from the database of mutual fund portfolios as described in the section titled "INVESTMENTS" (above).

For each employer, the invention maintains a database of all divisions (branches) of the employer 311. The following information is stored for each division: division name, division code, contact name, mailing address, telephone, facsimile.

For each employer, the invention provides an "Update New Accounts" screen 316. This screen shows the user a list of all employee-participant investment accounts for which account numbers have not yet been entered. This allows the user to easily update all new account numbers for employee-participants from one centralized screen.

For each employer, the invention stores a database of employees 310 which will be described in the section titled "EMPLOYEES" (below).

For each employer, the invention provides functionality for monthly processing 315, tracking, storing, and reporting on the employer's 401(K) plan as described in the section titled "MONTHLY PROCESSING" (below). A menu screen 328 enables a choice of month, date and type of input (parameters). An entry report 327 presents a grid to enter eligible employees, contributions, and matching. Blocks 331 and 334 allow review of previous periods and notification to user if this period had been previously processed.

FIG. 2 includes a plurality of reports 214:

ADP Test, M Test, Top Heavy Test 227, 229—these reports perform compliance testing 218 for each employer's 401(K) Plan.

Auditor's Report 219, 230, 231—shows a detailed account for each employer, of each investment, by each employee-participant, for the selected year.

Investments per Fund/Month 250—shows total investment for each employer, in each mutual fund, for each month, during a selected year.

YTD Contributions Recap 251—shows the total gross contributions for each employer, for each month, during the selected year.

YTD Rollovers 252—shows the total gross rollovers for each employer, for each month, during the selected year.

YTD Trust Transfers 253—shows the total gross trust transfers for each employer, for each month, during the selected year.

YTD Activity 254—shows total activity (contributions, loans, rollovers, trust transfers) for each employee-participant within each portfolio for the selected employer. Each portfolio is reported on a separate page.

Commissions Report 220, 232, 233—shows the commissions earned during the selected year for investments made by employee-participants of the selected employer.

Census Report 221, 234, 235—prints a grid of employees of the selected employer including: employee name, social security number, division, eligibility flag, participant flag, birth date, hire date, termination date, company officer flag, 1% owner flag, 5% owner flag, related to officer flag.

Other reports 222 include:

Employer Profile 237—prints a profile report for the selected employer.

Employee Profile 238—prints a profile report for the selected employee.

Current Loans 239—prints a roster of current loans for employee-participants of the selected employer.

Current Participants 240—prints a roster of current participants for the selected employer.

Current Eligibles 241—prints a roster of current eligible employees for the selected employer.

Disbursements During Year 242—prints a roster of disbursements for the selected employer during the selected year.

Participants During Year 243—prints a roster of participating employees for the selected employer during the selected year.

Contribution Statistics for Year 244—shows various contribution statistics (percentage of participation, average contribution amount, etc.) for the selected employer during the selected year.

Year End Statistics 245—shows additional statistics for the selected employer as of the end of the selected year.

Missing Enrollment Apps 223—prints a roster listing all employee-participants for the selected employer who are missing enrollment applications.

Enrollment Forms 224—prints an enrollment form for employee-participants which shows all available mutual fund investment choices and allows the enrollee to indicate percentage of monthly investments to be allocated to each fund choice.

Distribution Forms 255—prints distribution forms for activities including Rollovers, Trust Transfers, Liquidations, Loans, and Exchanges.

EMPLOYEES

The invention maintains a database of all employees 318 for each employer including: employee name 317, division, social security number, VIP status, mailing address, telephone, birth date, hire date, join date, termination date, contribution percentage, notes, officer flag, eligible flag, missing enrollment application flag, HC relative flag, participant flag, 5% owner flag, 1% owner flag, estimated salary, percent vested, employee ID number (system assigned). The estimated salary is automatically computed by the invention based on past salary history. The percent vested is automatically computed by the invention based on the vesting schedule for the related employer.

The invention allows sorting of the employee list by either first name 324 or last name 325.

For each employee, the invention maintains a database of each mutual fund portfolio the selected employee has chosen for investments 319, the allocation percentage, and the employee's account number for that portfolio. The invention only allows an employee to choose those mutual fund portfolios that are approved for use by the related employer. The Allocation screen automatically verifies that all allocation percentages for the selected employee total to 100%.

For each employee, the invention allows set-up and tracking of loans 320 against employee 401(K)s. The invention calculates the amortized monthly payment based on the principal, interest rate, and loan term. The invention allows overriding the computed amortized monthly payment with an employee's "desired" monthly payment. The invention will automatically compute the balance due against the loan as the employee-participant makes monthly payments.

For each employee, the invention allows entering and tracking adjustments 321, 322 including rollovers, trust

transfers, exchanges, liquidations, and loans that affect the employee-participant's investment accounts.

Employee Profile 323—prints a profile report for the selected employee.

MONTHLY PROCESSING

The invention provides the ability to process employee-participant 401(K) contributions monthly for each employer 315. Monthly contribution amounts can either be entered manually into a pre-formatted grid 371 or read from a diskette 370 (339).

If the user selects to enter contributions manually, a grid will be displayed listing each eligible employee, their social security number, and columns for the employee-participant's monthly contribution, employer match (if applicable), loan repayment, and salary. As numbers are entered, the invention will provide validation checking 352 including:

Verify that the employee's contribution does not violate the maximum yearly contribution.

Verify that contributions are not entered for non-participating employees.

If contribution amounts are read from a diskette, the invention performs a variety of verification checks including:

Verify the name of the company and period match input 328 (344).

Isolate and append new employees referenced on the diskette but not already in the employees database. The invention isolates new employees by comparing each employee's social security number with those in the employee's database. New employees are automatically appended 351 to the database as employees with missing enrollment applications.

Verify that employees do not exceed the yearly contribution maximum 352, 354.

Verify that each employee making a contribution has defined his or her allocation choices.

Any errors are compiled and printed on an Error Log 353. Processing will not continue until all errors are resolved by the operator. Once errors have been resolved, the information will be transferred to the monthly contribution processing grid and processing will proceed as normal.

The keypad entry feature of the monthly contribution grid allows the operator to enter employee contributions using only the numeric keypad. Each employee can be referenced by the last five digits of their social security number.

The invention allows the operator to add a new employee into the database directly from the monthly processing grid and can generate a contribution verification report 439 directly from the monthly processing grid.

Once the operator has finished entering and verifying the information on the monthly processing grid, he or she can click a single button to process the information.

Processing the information performs the following tasks:

Save the aggregate monthly contribution for each employee-participant in the database.

Distribute the aggregate monthly contribution amongst each employee's investment choices based on their allocation percentage as defined on the employee's investment allocation screen and store the distributed amounts.

Update loan balances.

Once all processing has been completed the invention allows the user to generate the following monthly processing reports 410:

Employee Monthly Statement 430—statement for each employee-participant that shows monthly contributions over the course of the current year, as well as, inception-to-date totals.

Contributions Recap 431—shows the total contributions for each month of the selected year for the current employer.

Employee/Employer Contributions 432—shows the aggregate employee and employer contribution amounts for each employee-participant for the selected month.

Contributions by Division 433—shows total contributions for each division for the selected month.

Contribution Statistics by Division 434—shows contribution statistics for each division.

YTD Contributions Summary 435—shows employee and employer contribution amounts for each employee for the selected month.

401(K) Allocation Summary 436—shows the total investment amount for each mutual fund family for the current month. It also shows the mailing address of the mutual fund company to which checks should be mailed.

401(K) Allocation Roster 437—shows a roster of each employee-participant, his or her investment amount, and his or her account number for each mutual fund portfolio.

Mutual Fund Applications 438—generic mutual fund applications that print for each employee-participant for mutual fund portfolios without account numbers (indicating a new account).

Contributions Verification 439—shows each employee-participant's monthly contribution amount by division.

Contributions Proof Sheet 440—shows each employee-participant's monthly contribution amount.

YTD Contributions Proof Sheet 441—shows each employee-participant's yearly contribution amount.

Employee Monthly Loan Summary 442—statement for each employee-participant that shows monthly loan payments over the course of the current year, as well as, inception-to-date totals.

Loans Recap 443—shows the total loan payments for each month of the selected year for the current employer.

Loan Payments 444—shows the aggregate loan payment amounts for each employee-participant for the selected month.

Loan Allocation Summary 445—shows the total investment amount (loan payments) for each mutual fund family for the current month. It also shows the mailing address of the mutual fund company to which checks should be mailed.

Loan Allocation Roster 446—shows a roster of each employee-participant, his or her investment amount (loan payments), and his or her account number for each mutual fund portfolio.

ADMINISTRATIVE REPORTS

The invention prints the following administrative (management) reports 206:

Client List 216—prints a list of all employers in the database with the following information: employer name, telephone, facsimile, mailing address, contact name, federal tax identification number, rep identification number, vesting formula, overnight shipping information, notes.

Commissions 212, 216—prints a commissions report organized by Mutual Fund or Employer.

FIG. 7

MFIPortfolioInfo 710

Table containing the name, cusip number, and current share price of each mutual fund portfolio downloaded via the Mutual Interface.

Adjustments 720

Table containing adjustments such as trust to trust transfers, rollovers, exchanges, and miscellaneous contributions for each employee-participant.

MFIAccountPosition 730

Table containing information about each participant account downloaded through the Mutual Fund Interface.

Information includes EmployeeID (of account holder), number of shares, and the cusip number of the mutual fund portfolio.

EmployeeMF 740

5 Table containing the current investment choices for each employee-participant.

MutualFundFamilies 750

Table containing name of mutual fund families currently offered as investment choices (e.g., John Hancock, MFS, Oppenheimer, etc.) along with address and contact information for each fund family.

MutualFunds 790

Table containing information for each mutual fund portfolio offered by the various mutual fund families. Information includes name of the portfolio, cusip number, and commission rate.

EmployeeInfo 780

Table containing information about each eligible employee in the database. Information includes name, social security number, address, phone, date of birth, etc.

AllocatedFunds 770

Table containing information about all processed allocations made for each employee-participant from inception-to-date. Information includes the period the allocation was made, amount of the allocation, mutual fund portfolio funds invested into, employee who made the allocation, etc.

ContributedFunds 760

Table containing information for the total investment made by each employee for each period. These funds are then divided amongst the employee's various allocation choices based on information in the EmployeeMF table (see above) and posted to the AllocatedFunds table (above).

EmployerInfo 791

Table containing information about each company who's 401(K) plan is being managed. Information includes company name, address, contact, phone number, fax number, etc.

Divisions 792

Table containing information about the various divisions, or branches, of each company.

EmployerMF 793

Table containing list of mutual fund portfolios being offered by each company to their employee-participants.

FundGroups 794

Table containing information about fund groupings which are used for internal reporting purposes. Examples of groups could be "International Equity Funds", or "Domestic Utility Funds", etc.

FIG. 8

This diagram shows a high level view of how monthly contribution information is allocated to each employee-participant's various investment choices and stored in the AllocatedFunds table; and eventually used to generate various management and end-user reports.

Block 810 refers to the "Monthly Contributions" screen, the data for which is stored in the ContributedFunds table (block 760). During the processing cycle, Process 9, (blocks 630, 631, and 632) these dollar amounts are divided according to employees' investment choices (stored in the EmployeeMF table and depicted by blocks 740, 860, 870, and 880).

For example, Employee 1 may make a monthly contribution of \$400.00 to his 401(k) plan. This may then be divided into four different investment choices at a rate of 25%, 25%, 15%, and 35%. The resulting amounts (\$100, \$100, \$60, and \$140), together with the investment choices they are allocated to, will be stored in the AllocatedFunds table (blocks 770 and 890).

The information in the AllocatedFunds table is then used to generate various monthly processing reports. Examples include the Allocation Roster, Allocation Summary, Monthly Statement, etc.

The information stored in the Mutual Fund Interface (blocks 710, 730, and 895) is further combined with the information in the AllocatedFunds table to generate Enhanced Statements—which show a combination of each employee-participant's contributions vs. their current account balance for each mutual fund portfolio to which they currently contribute or have contributed in the past.

The invention allows both the 401(K) administrators and employee-participants to realize many benefits as a result of this unique approach:

ENHANCED MONTHLY STATEMENTS 891, 892: Enhanced monthly statements show a combination of investment activity processed through the system, as well as up-to-date account balances. The current account balances are provided via the Mutual Fund Interface 895. This would not be possible in a pooled account approach as there would be no way to determine the portion of the pooled account that belongs to each employee-participant except through complex, time-consuming, and potentially error-prone analysis. Opening a new account, without having an account number, with the mutual fund company is an included option 893.

Additional reports 894 include, but are not limited to:

1. **AD HOC SNAPSHOTS OF INVESTOR'S ENTIRE HOLDINGS:** A "snapshot" showing the current account balance of each employee-participant's account holdings can be created quickly and easily. This is not possible in a pooled account approach due the same reasons stated in #1 above.

2. **AD HOC TOTAL ASSET REPORTS FOR PLAN ADMINISTRATOR:** Maintaining individual investment accounts for each employee-participant facilitates the quick generation of asset reports showing the current value of investment accounts for each employee.

Other benefits:

1. **INVESTOR CAN INDEPENDENTLY VERIFY HIS OR HER INVESTMENT CHOICE AND ACCOUNT BALANCES WITH THE MUTUAL FUND COMPANY; DOES NOT NEED TO RELY SOLELY ON PLAN ADMINISTRATOR REPORTS:** Investors can verify their current account balances by contacting the mutual fund companies directly and requesting the required information. This is not possible with a pooled approach as the mutual fund provider cannot isolate the funds for any individual investor within the pooled account.

2. **FAST, EFFICIENT ADMINISTRATION AS ACCOUNTS ARE HELD SEPARATELY:** Administrative functions such as disbursements, liquidations, rollovers, etc. can be processed quickly and efficiently as the exact current account value of each investment for each employee-participant can be determined at any time by simply contacting the mutual fund company. A pooled approach with co-mingled assets does not allow this flexibility as assets can usually only be released on a quarterly basis after a quarterly evaluation has been performed by the plan administrator.

3. **AUTOMATIC IRA ROLLOVERS:** Quick and efficient tax-deferred conversion of separate investor mutual fund accounts to qualified IRA rollovers at the mutual fund. This procedure allows the investor to maintain his or her shares and investment strategy despite separation from the employer's plan.

DISPLAY PANELS AND REPORTS FOR PREFERRED EMBODIMENT

FIGS. 9-59 illustrate a collection of screen panels illustrating a working example of the preferred embodiment. The

terms "figure" and "panel" are to be considered interchangeable for purposes of describing FIGS. 9-59.

Welcome: (FIG. 9) "Home Page-main menu 200" of software, allowing User to select operations (each operation will be described below). Clicking the Printer/Screen button 201 allows paper reports to be printed out, or as an alternative, send the report image to the monitor screen for viewing. The ability to "print" to screen allows user to "see" output quickly and without wasting paper, as some reports are many pages long.

Announcement: (FIG. 10) Clicking the Announcement button 202 on the Welcome Panel allows the User to compose and print a multiple-line "announcement" on the participants' monthly statements. The employer can easily insert custom, timely announcements on the statements that are distributed to all 401(K) participants. These announcements appear in a special area of the statement, thereby "personalizing" the plan for the participants.

Licensee Information: (FIG. 11) Clicking the License button 203 on the Welcome Panel accesses licensee information. This feature enables pricing control over the product and its use. Each software product is modified in advance of delivery to each user, whose company name, Federal Tax ID Number, address, and number of eligible employees is entered into panel (and embedded into the software) prior to delivery. The initialized software is modified to perform 401(K) record keeping operations on a pre-set number of eligible employees. Typically the software will be marketed at a base price plus an additional nominal charge for each eligible employee. This initializing and pre-limiting feature provides the ability to charge companies with larger numbers of employees more for the product. In addition, as an additional security and copyright infringement deterrent, the User's name and federal ID # will be prominently printed on each page of printed output and all reports. If a user needs to open the plan to an expanding employee base, they simply purchases an expansion module, as is presently available from 401(K) Pro, Inc., 15130 Ventura Blvd., Ste. 320 Sherman Oaks, Calif. 91403, allowing for an additional group of eligible participants.

Employer Information: (FIG. 12) Clicking Client Data 204 button on Welcome Panel takes user to the Employer Information Panel. This is the "participant search engine" and "contributions data processing" part of the program. User can access from Employer Pull-Down Menus the following:

View Employees (FIG. 13) 310

View Divisions (FIG. 18) 311

Mutual Fund Choices (FIG. 19) 312

Dealer Information (FIG. 20) 313

Vesting Schedule (FIG. 21) 314

Monthly Processing (FIG. 22) 315

Update New Accounts (FIG. 26) 316

Batch Processing (FIG. 27)

Fiduciary Reports (FIG. 28)

User can access from Reports Pull-Down Menu the following:

Compliance Testing (FIG. 29) 218

Auditors Reports (FIG. 30) 219

Commission Reports (FIG. 31) 220

Census Reports (FIG. 32) 221

Other Reports (FIG. 33) 222

Missing Enrollment Apps (FIG. 34) 223

Mailing Labels (FIG. 35)

The present invention uses encryption when imbedding Employer information into program, to prevent Employer from infringing upon copyright, or passing copies of program to other Employers.

Employee Information: (FIG. 13) By clicking View Employees 318 from the pull-down menu of the Employer Information Panel, the user has access to a scroll listing of eligible employees, sorted alphabetically by either first or last name, as convenience to user. User can insert important notes or reminders about each individual employee, and can configure stored data to the employee's key testing attributes (i.e. company officer, no application on file, relative of a highly-compensated employee, 5% owner, 1% owner). User can input estimated salary, employee's company ID#. Employee vesting percentage is then calculated. The date hired field is integrated into the company vesting schedule to calculate percent vested. The following aspects can be reached from the Employee Pull-Down Menu:

Allocations (FIG. 14) 319

Loans (FIG. 15) 320

Adjustments (FIG. 16) 321

Profile (FIG. 17) 323

Sort By First Name (FIG. 13) 324

Sort By Last Name (FIG. 13) 325

Allocations: (FIG. 14) Lists a participant's current (and past) mutual fund portfolio investment choices by name and cusip number, and percentage of participant's monthly contribution that is earmarked to each portfolio, as well as the date of most recent update of allocations. Portfolio choices and/or allocation percentages can be quickly modified by the employer per participant's instructions. Previous portfolio selections can remain in the grid, with a "zero" inserted for percentage, so that the investment choice (and attached mutual fund account number) has a "place holder" for future reference purposes. The grid illustrates the mutual funds account number and investment prefix for quick identification and verification of account information.

Employee Loan: (FIG. 15) This feature collects individual 401(K) loan data then calculates the 401(K) loan according to IRS guidelines. This feature has a provision for indicating whether the loan is for a primary residence, or other needs. Primary residence loans have a 10-year duration; other loans must be repaid in 5 years maximum. Information entered includes loan start date, principle loan amount, fixed interest rate, months loan will be outstanding. The program then calculates amortized monthly payment, total amortized value, total dollar amount of all payments, and total dollar amount balance due.

Employee Adjustments: (FIG. 16) Allows for the editing of numerical information required to correct errors or omissions on the part of the employer. This panel also lists rollovers into the plan, and distributions or loans out of the plan, and prints generic mutual fund applications for the employer's use in allocating the rollovers into the plan.

Employee Contribution History: (FIG. 17) Includes employee contribution history which lists the date, funds, account number, dollar amount, and characterizations of each contribution made to the 401(K) from inception-to-date, providing user with a detailed paper trail of all purchases into all participant's mutual fund accounts. Characterization of transactions include: employee contribution, employer contribution, rollover, or trust-to-trust transfer.

Division Information: (FIG. 18) User can input each division or business operating unit for analysis of plan and popularity of plan division-by-division. Contact information by division is input by user. This feature is especially useful

to employers with geographically diversified business locations receiving payroll data from several disparate sites.

Employer Approved Portfolios: (FIG. 19) The employer approved portfolio's panel lists all mutual funds portfolios that the employer has pre-selected for inclusion in the company's plan. The advantage is that non-approved mutual fund investments cannot be utilized by employee participants. This Panel allows employer to add new portfolios at will.

Dealer Information: (FIG. 20) (Used by brokerage community and/or agents earning commissions from mutual fund portfolios). This Panel lists the name, address and contact information about the dealer. This information is automatically transferred to and impregnated in the generic mutual fund applications, so that the broker will be registered with the mutual fund investment company as the designated National Association of Securities Dealers (NASD) Broker of Record, thereby entitled to NASD-approved commissions.

Vesting Schedule: (FIG. 21) Pre-set, this sets down the employer-mandated vesting schedules that shall apply to the company plan. This panel adheres to basic IRS guidelines and limitations, and allows vesting to be calculated either on a calendar year or on an anniversary date of an employee. The percentage of vesting per each participant is transferred to other reports, including Participant's Monthly Statement and Employee's Profile.

Monthly Processing: (FIG. 22) This allows user to input the date payroll information was received and the date it was processed. It also contains historical information of previous processed periods. This panel also manufactures a specialized diskette which "pre-formats" the way payroll and wage data must be input into the program prior to monthly processing. The diskette allows contribution and wage data to be assembled "off-site" and then added to processing later, freeing up CPU for other operations. The program will automatically download and read the data input onto the diskette.

A Back-Door Data Modifications Panel 896 enables the user, armed with a security code, to enter the core database of the program and modify employee and employer contribution and other numerical values.

Employee/Employer Contributions 327—Data In Worksheet: (FIG. 23) As an alternative to diskette, the user can print-out a specialized worksheet that collects the same data, and the data can then be directly keyed-in to the system for processing. The advantage is that the employer has several ways by which to collect and input census and contribution data into the program prior to processing.

The monthly processing panel has a "fail safe" feature that requires the employer to select the proper month to process without inadvertently overriding data from previous months. The Monthly Processing Panel allows the user to select processed work from previous months, and edit and make changes if they become necessary. A manager's password is required before data from previous months can be edited or reprocessed.

Review Prior Period 334: (FIG. 24) Accessed via the Monthly Processing Panel, this allows the user to update or make changes to previous processing cycles, includes totals for contributions, matching contributions, and salary, thereby allowing the employer a quick double-check against non-401(K) records to verify the information. After information has been either corrected or verified, it can then be processed by the program.

Monthly 401(K) Reports 410: (FIG. 25) Accessed via the Monthly Processing Panel, this panel allows the user to

select from a listing of reports precisely which reports to process and print. The advantage is the user has control over output. Available reports are:

A) Employee Monthly Statement for (a particular participant) is titled 401(K) Contribution Report 430. A User can scroll through participants listing and select single statement to print. 401(K) Contribution Report (FIG. 36) includes fields for current investment choices and percentage of contributions that are to go to each investment, a pre-tax contribution field, year-to-date current contribution activity and total, inception-to-date employee and employer contributions, total rollovers, total trust-to-trust transfers, and adjustments. The Enhanced 401(K) Contribution Report (FIG. 36) includes purchase information by portfolio stored in the program cross-referenced with current portfolio values as reported via electronic download by the various mutual fund investment companies. The program has a unique, custom designed interface which scans the mass of downloaded mutual fund data and selects the information needed for this and other reports. This feature is called the MFI Interface (Mutual Fund Interface).

B) Employee Monthly Statements 430 (FIG. 36). The user can have all updated 401(K) Contribution Reports printed, in alphabetical order.

C) Contributions Recap—Data Out 431 (FIG. 37). An internal report for user showing all employee and employer contributions y-t-d.

D) Employee/Employer Contributions—Data Out 432 (FIG. 38). A monthly internal report for user, alpha-sorted by employee and reporting contributions for a specific month, and W-2 wage compensation for the same month. This Report is useful in verifying and cross-checking W-2 wage data, which is essential in compliance tests.

E) Contributions By Division 433 (FIG. 39). This lists divisions, payroll code, employee and employer contributions and total W-2 earnings by division. This is an internal report for verification purposes, and especially useful if an employer has several payrolls that merge into the 401(K).

F) Contribution Statistics By Division 434 (FIG. 40). This lists divisions, number of participants and eligible non-participants per division, the average monthly dollar and percentage contribution by division, and the percentage of participation by division. This report is not part of the ADP deferral testing, but is instead designed to assist the employer in assessing the overall popularity of the company's 401(K) plan, division-by-division. The report can be run to cover the entire employee base (company-wide) or it can be run on a divisional basis so the employer can assess the popularity of the 401(K) by division, and share the information with division managers.

G) YTD Contributions Summary 435 (FIG. 41). A year-to-date internal report, similar to information provided in the Employee/Employer Contributions—Data Out (see item D above).

H) Employee Monthly Loan Summary 442 (FIG. 42). Titled 401(K) Loan Payment Report, this report is provided to participant-borrowers and provides monthly updates on status of 401(K) loans. Information includes which portfolios the payments are going to (and percentage per portfolio), y-t-d payment activity, beginning loan balance, interest rate, terms, and remaining loan balance.

I) Loans Recap 443 (FIG. 43). Titled After-tax 401(K) Loan Payment Recap—Data Out, this internal report shows user how much in total after-tax money was used to repay loans. This Report is useful in verifying and cross-checking.

J) Loan Payments 444 (FIG. 44) Titled Employee After-tax 401(K) Loan Payments—Data Out, this internal report

shows user the names of borrowers and their monthly loan repayments that were processed.

K) Loan Allocations Summary 445 (FIG. 45). Titled 401(K) Loans Allocation Summary—Data Out, this internal report tells user how many checks to write, and their amounts, and the mutual fund investment companies that are to receive the checks for loan repayments. Checks accompany the Loan Allocation Rosters (see item L below).

L) Loan Allocations Roster 446 (FIG. 46). Titled 401(K) Loans Allocation Roster—Data Out, this report is sent to the specific mutual fund investment company with an accompanying check. This report instructs the mutual fund investment company exactly which participants' accounts to fund, and provides name of participant and participant's individual account number, portfolio name, and cusip number of portfolio.

M) 401(K) Allocations Summary 436 (FIG. 47) This internal report tells user how many checks to write, and their amounts, and the mutual fund investment companies that are to receive the checks for monthly contributions. Checks accompany the 401(K) Allocations Roster (see item N below).

N) 401(K) Allocations Roster 437 (FIG. 48). Titled 401(K) Allocations Roster—Data Out, this report is sent to specific mutual fund, with accompanying payment for purchase check (see item M above). Report to each mutual fund investment company is sorted by portfolio, listing all participants using a specific investment portfolio, and the requisite account number and amount to be invested. For added verification and reliability, the portfolio name and cusip number is listed on each page, as is the employers name and federal ID#. The Report is designed to allow speedy, accurate key-in of purchase information by the mutual fund data entry departments.

The Program creates a pre-formatted diskette 447 that is sent, along with the printed hardcopy of the 401(K) Allocation Roster, to the mutual fund investment company. This diskette is formatted in a basic ASCII format and allows the mutual fund investment company to upload the purchases, account-by-account, as opposed to hand key entry of the purchases. In an alternative embodiment, the records are transferred using electronic transfer (e.g., ATM, PBX, Internet, e-mail, etc.).

O) Generic Mutual Fund Applications 438 (FIG. 49). Titled Generic Mutual Fund Application, this form is signed by the Plan Administrator and sent to the appropriate mutual fund investment company with payment and 401(K) Allocations Roster (see item 14 above). This form contains all the information necessary to open an individual 401(K) mutual fund account, and specifies the name of the participant, the plan name, the employer's federal ID number (or participant's social security number), the specific investment and dollar amount of initial purchase, and mailing address. The Form also contains NASD Dealer information if a broker or agent is involved in the transaction so the mutual fund investment company will know where to send commissions. The creation of this form automatically by the software is a huge advantage in speed and accuracy, and eliminates the need for user to pull an application from the investment prospectus and fill it in each time a new participant joins the plan, or each time a participant changes his or her investment choices.

P) Contributions Verification 439 (FIG. 50). Titled Monthly 401(K) Contributions Verification—Data Out, this internal report is used by employer to verify and compare the input against a payroll register to be sure all contributions are correct and accounted-for.

Q) Contributions Proof Sheet 440 (FIG. 51). Titled Monthly 401(K) Contributions (By Division) Verification, this internal report is used by employer to verify and compare the contribution and wage input against a payroll register to be sure all contributions are correct and accounted-for.

R) Y-T-D 401(K) Contributions Verification—Data Out 441 (FIG. 52). This internal report is used by employer to verify and compare the year-to-date contribution and wage input against a payroll register to be sure all contributions are correct and accounted-for.

Update New Accounts: (FIG. 26) The Update Due Accounts Panel lists employees, their selected investment portfolios, and account numbers as a way of inserting active or passive dormant mutual fund accounts into ongoing plan operations.

Batch Processing: (FIG. 27) The batch processing panel allows for efficient transaction input, in or out of the plan for the following types of transactions:

- Loan Payments
- Rollovers
- Trust-to-Trust Transfers
- Loan Distributions
- Mutual Fund Exchanges
- Liquidation
- ADP Test Corrections
- or, other adjustments

It also allows for the addition of employees into the plan.

Fiduciary Reports: (FIG. 28) This panel allows the employer to coordinate beginning and ending balance information from the mutual fund account statements with the data base stored within the program. The coordination of beginning year, and ending year, account balances with stored employee contribution data allows for the production of reports that are useful to the auditors in preparing the year end IRS 5500. To simplify the creation of the fiduciary reports, the software manufactures a diskette which can be used off-site by a data entry person to load in mutual fund account data. This diskette can then be read back into the program prior to publication of the report. Large companies can use several of these diskettes simultaneously so that several employees can collect and upload data into the program for speedy creation of the fiduciary report.

Compliance Testing 218: (FIG. 29) The software performs a battery of IRS-mandated tests: ADP compliance testing of employee contributions, employer matching contributions, and top-heavy testing. Testing results are based upon calculations and formulas imbedded in the program. Calculations are based upon employees' actual or estimated payroll and wage data input by the user (either via diskette or manual key-in) combined with monthly contribution data, either actual or projected. Testing can be done for a current year or previous years and can be performed as frequently as the employer wishes. The user is given a choice of IRS-approved testing methodologies. The ability of frequent ad hoc compliance tests helps the employer anticipate the year-end results and head-off problems.

ADP Pre-Processing Grid 260 is an ADP Testing "What-If" feature (FIG. 59) which allows user to insert trial wage and contribution data for testing purposes, or to calculate how much money needs to be either added or removed to correct a failed year-end ADP Test.

Vesting Report 261: Report for an employer with a contribution matching program, shows name of participants, social security number, inception date of vesting for each participant, current vesting percentage, employer contribu-

tion for each participant, and net vested dollar amount for each participant.

1099R Worksheet Report 262: Report for an employer to use to speedup the collection of key data for completion of mandatory IRS Form 1099R forms to notify government and participant of distributions from the plan and their taxability. Data includes names of all persons who received a distribution in the current or previous year, amount of distribution, and type of distribution.

Auditor's Report 219: (FIG. 30) Reports can be created by user on an ad hoc basis. Their purpose is to assist the user (and Plan's auditors) in preparing a preliminary IRS Form 5500 263 or 5500C. Auditor's Reports are based upon the synthesis of stored data and user-input data. The user inputs both beginning (i.e. January 1st.) and year-end (i.e. December 31st.) dollar balance information derived from each separate mutual fund account. Between these two dates and balances the software inserts all contribution and related transaction information (i.e. rollovers, loan withdrawals and payments, share exchanges, corrections, hardship withdrawals, etc.) that occurs within the designated time-frame. Auditors can quickly verify account activity on a micro scale or macro scale. Reports are organized by user to fit auditor's requirements. Reports can be alpha-sorted by participant, by investment portfolio, by investment "type" or group. Reports render a complete overview of all the basic financial activity that occurred within the employer's plan for the year designated.

Commissions (For one Client Only): (FIG. 31)

Management Reports 206: (FIG. 53) Includes-Commission Reports 217 (FIG. 54 below), and _Client List Report 216 (FIG. 55, below).

Commissions Reports: (FIG. 54) The software allows for Broker Commission Reports that are useful to a broker who earns commission from the contribution purchase activity into the plan. The user defines the year of the report; the program provides detailed year-to-date data, organized by mutual fund company or broker's client. These reports allow the broker a reasonable approximation of future income and receivable paid by various mutual fund companies. The Broker can use reports to calculate approximately how much income is forthcoming, and from which mutual fund companies. In addition, broker can evaluate the income resulting from his or her client base.

Client List Report 216: (FIG. 55) Report used by brokerage community to list out all 401(K) plans and their respective employers.

Print Employee Census 221: (FIG. 32) Ad hoc report lists all employees eligible to participate in the 401(K), employees not eligible to participate in the 401(K), employees who are eligible but have no enrollment application on file, terminated employees, and employees subdivided by division, job classification, or business unit.

Employer Reports: (FIG. 33) Listed as "Other Reports 222" in the Reports Pull-Down Menu, this panel provides a series of miscellaneous reports available to user on an ad hoc basis. User has a quick way of listing participants with loans outstanding, current participants, current eligible, distributions and other disbursements YTD and relevant statistics. The user can select the year of report.

Missing Enrollment Applications Report 223: (FIG. 34) A report for user to see which employees are listed in the system as eligible non-participants, but no completed enrollment application is on file. By law, all eligible employees must complete an enrollment form, even if they choose to decline participation. This report notifies user of employees who have not submitted a form for company files.

Print Employee Labels: (FIG. 35) The software generates mailing lists and mailing labels of various key groups: plan participants, eligible non-participants, and all employees in the database. These lists and labels are useful in broadcasting important information throughout the company, or targeting a specific group (i.e. eligible non-participants) about a specific upcoming event or deadline (i.e. open enrollment period).

Mutual Funds 205: (FIG. 56) The Mutual Funds Panel lists funds by company and contains contact information and phone numbers. New mutual fund companies can be added by the user and within each mutual fund company specific portfolios can also be added.

Portfolios 215: (FIG. 57) The Portfolios Panel includes the name of the portfolio, the cusip number, the ticker symbol, the fund number assigned by the mutual investment company, the commission percentage if any paid to the broker, and the group that this portfolio is assigned to. The group information is a unique feature that allows portfolios from several different mutual fund companies to be organized under an investment objective criteria for use by the auditors in assembling the IRS 5500. It is also useful to the employer in determining what classification of investments the plan participants are allocating their contributions to. The group feature described above is user defined and can be as general or as specific as the user selects.

Distributions Report 255: (Report 58) Another report lists all distributions by year, and user can select the year. This report lists the employee's name, their business division, social security number, and amount of distribution. The exact amount of the distribution is input by the user who derives the distribution amount from mutual funds statements.

CONCLUSION

A system and method has been shown in the above embodiments for the effective implementation of a computer-based 401(k) plan. While various preferred embodiments have been shown and described, it will be understood that there is no intent to limit the invention by such disclosure, but rather, it is intended to cover all modifications and alternate constructions falling within the spirit and scope of the invention as defined in the appended claims. For example, the present invention should not be limited by computer platform (in the preferred embodiment, Microsoft Access™), speed of processing, specific coding, etc. The invention could be practiced locally or across networks, including, but not limited to, LANs, WANs, WWW, Internet, cellular, satellite, virtual, etc. Elements of the drawings not specifically detailed in the specification are deemed to be self-explanatory from element labeling or constitute basic computer functions, e.g. 329—save to disk, 355—exit, etc. FIGS. 5 and 6 illustrate basic processes 1–10 used throughout the flow charts and comprise representative functional descriptions within the corresponding blocks 510–643.

We claim:

1. A computer-based retirement plan comprising:

a menu-based data input interface;

a plurality of main menu selections including any of: mutual fund information, management reports or employer information;

said mutual fund information including at least group and portfolio administration;

said management reports including at least one of: client list or commission administration;

said employer information including at least one of: report compilations, employee information, mutual fund choices, vesting schedules or monthly processing;

said employer information further comprising individual account number allocation per employee for each separate mutual fund choice, and

wherein said individual account number allocation enables one or more of: adding individual mutual fund choices separate from other employee choices, producing monthly reports for each individual without direct interaction with other employee accounts; producing direct access to mutual fund balances for an individual employee based only on the individual account number, or adding new mutual fund choices for individual employees without modification of other employee fund choices.

2. A computer-based retirement plan as per claim 1, wherein said retirement plan further comprises automatic rollovers based on the collection of each of said individual account numbers allocated for an individual employee and subsequent conversion thereafter.

3. A computer-based retirement plan as per claim 2, wherein said automatic rollover further allows each employee to maintain investment choices and existing investment strategy despite separation from the existing retirement plan.

4. A computer-based retirement plan as per claim 3, wherein said maintenance of investment choices despite separation from the existing retirement plan enables transference directly into a new employer plan of the present invention without modification, loss or conversion of said existing investment choices.

5. A computer-based retirement plan as per claim 1, wherein said plan may be implemented locally or remotely on one or more computer-based systems, across networks or existing communication mediums.

6. A computer-based retirement plan as per claim 5, wherein said across networks element comprises any of LANs, WANs, cellular, Internet or Web based networks.

7. A computer-based retirement plan as per claim 1, wherein said retirement plan comprises a 401(k) plan.

8. A computer-based retirement plan as per claim 1, wherein said employees can verify their current account balances by contacting mutual fund companies directly and requesting the required information using said individual account numbers.

9. A computer-based system implementing a retirement plan wherein an employer can change from in-house investment selection-administration pairings chosen at the plan's outset without affecting existing accounts comprising:

a menu-based data input interface;

a plurality of main menu selections including any of: mutual fund information, management reports or employer information;

said employer information comprising at least individual account number allocation per employee for each separate mutual fund choice, and

wherein said individual account number allocation enables adding individual mutual fund choices separate from other employee choices thereby eliminating a required modification of existing plan mutual fund choices.

10. A computer-based system implementing a retirement plan as per claim 9, wherein said retirement plan further comprises automatic rollovers based on the collection of each of said individual account numbers allocated for an individual employee and subsequent conversion thereafter.

11. A computer-based system implementing a retirement plan as per claim 10, wherein said automatic rollover further allows each employee to maintain investment choices and existing investment strategy despite separation from the existing retirement plan.

12. A computer-based system implementing a retirement plan as per claim 11, wherein said maintenance of investment choices despite separation from the existing retirement plan enables transference directly into a new employer plan of the present invention without modification, loss or conversion of said existing investment choices.

13. A computer-based system implementing a retirement plan as per claim 9, wherein said across networks element comprises any of LANs, WANs, cellular, Internet or Web based networks.

14. A computer media product implementing a retirement plan as per claim 13, wherein said maintenance of investment choices despite separation from the existing retirement plan enables transference directly into a new employer plan of the present invention without modification, loss or conversion of said existing investment choices.

15. A computer media product implementing a retirement plan as per claim 14, wherein said employees can verify their current account balances by contacting mutual fund companies directly and requesting the required information using said individual account numbers.

16. A computer-based system implementing a retirement plan as per claim 9, wherein said retirement plan comprises a 401(k) plan.

17. A computer-based system implementing a retirement plan as per claim 9, wherein said employees can verify their current account balances by contacting mutual fund companies directly and requesting the required information using said individual account numbers.

18. A computer-based system implementing a retirement plan as per claim 9, wherein said plan may be implemented locally or remotely on one or more computer-based systems, across networks or existing communication mediums.

19. A computer media product implementing a retirement plan with: access to multiple SEC-regulated investment options, without restrictions on: the number of mutual fund families, investments that a company can choose for its plan, or addition of new funds to an existing in-house investment selection-administration pairings chosen at the plan's outset without modifying existing accounts, comprising computer programmable code implementing:

a menu-based data input interface;

main menu selections including a plurality of retirement plan administrative selections;

allocation and tracking of individual account numbers per employee for each separate mutual fund choice, and

wherein said allocation and tracking of individual account numbers per employee for each separate mutual fund choice enables:

addition of individual mutual fund choices separate from other employee choices;

production of monthly reports for each individual without direct interaction with other employee accounts;

production of direct access to mutual fund balances for an individual employee based only on the individual account number, and

addition of new mutual fund choices for individual employees outside of existing choices without modifi-

cation of other employee fund choices or existing plan structure, thereby creating unlimited investment options and tracking thereof, without modification of remaining member accounts.

20. A computer media product implementing a retirement plan as per claim 19, wherein said retirement plan further comprises automatic rollovers based on the collection of each of said individual account numbers allocated for an individual employee and subsequent conversion thereafter.

21. A computer media product implementing a retirement plan as per claim 20, wherein said automatic rollover further allows each employee to maintain investment choices and existing investment strategy despite separation from the existing retirement plan.

22. A computer-based retirement plan as per claim 19, wherein said plan may be implemented locally or remotely on one or more computer-based systems, across networks or existing communication mediums.

23. A computer-based retirement plan as per claim 22, wherein said across networks element comprises any of LANs, WANs, cellular, Internet or Web based networks.

24. A computer media product implementing a retirement plan as per claim 19, wherein said retirement plan comprises a 401(k) plan.

25. A computer-based retirement plan including: a plurality of employee accounts, mutual fund selections and employee choices thereof, employer information and monthly reporting comprising:

a menu-based data input interface;

employer information comprising individual account number allocation per employee for each separate mutual fund choice, and

wherein said individual account number allocation enables one or more of: adding individual mutual fund choices separate from other employee choices, producing monthly reports for each individual without direct interaction with other employee accounts;

producing direct access to mutual fund balances for an individual employee based only on the individual account number, or adding new mutual fund choices for individual employees without modification of other employee fund choices.

26. A computer-based retirement plan as per claim 25, wherein said plan may be implemented locally or remotely on one or more computer-based systems, across networks or existing communication mediums.

27. A computer-based retirement plan as per claim 26, wherein said across networks element comprises any of LANs, WANs, cellular, Internet or Web based networks.

28. A computer-based retirement plan as per claim 25, wherein said retirement plan comprises a 401(k) plan.

29. A computer-based retirement plan as per claim 25, wherein encryption is embedded within said employer information.

30. A computer-based retirement plan as per claim 25, wherein an electronic summary of employee accounts and modifications is automatically generated.

31. A computer-based retirement plan as per claim 25, further comprising ADP testing including a what-if pre-processing grid.

* * * * *

UNITED STATES PATENT AND TRADEMARK OFFICE
CERTIFICATE OF CORRECTION

PATENT NO. : 6,041,313
DATED : March 21, 2000
INVENTOR(S) : Gilbert et al.

Page 1 of 2

It is certified that error appears in the above-identified patent and that said Letters Patent is hereby corrected as shown below:

Column 1,

Line 57, delete "commissionearning" and insert -- commission earning --.

Column 3,

Line 10, delete "Life" and insert -- life --.

Column 4,

Line 66, delete "Plan" and insert -- plan --.

Column 5,

Line 60, after "processing," and insert -- and --.

Column 6,

Line 57, after "rollovers," insert --and --.

Column 10,

Line 65, after "the" delete "is".

Column 11,

Line 31, after "stated" delete "in #1".

Column 12,

Line 4, delete "User" and insert -- user --.

Line 12, delete "User" and insert -- user --.

Column 13,

Line 3, after "or" delete "p".

Line 4, delete "Employers" and insert -- employers --.

Line 29, after "is" delete "5".

Column 14,

Line 12, delete "Panel" and insert -- panel --.

Column 15,

Line 5, delete "User" and insert -- user --.

Line 33, delete "Report" and insert -- report --.

Line 65, delete "Report" and insert -- report --.